5/10 YEAR RULE	United States v. La Parisienne Bakery, LLC	15	OCAHO 1	1390	2021
JAV TEAK KOLL					
Citizenship Status					
	Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО (607	1994
Discrimination					
	Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО (607	1994
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO 8	891	1996
	Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	ОСАНО (653	1994

Equitable Tolling

Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	OCAHO 726	1995
Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	OCAHO 711	1994
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO 653	1994
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO 660	1994

5/10 YEAR RULE

Generally

Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO 8	391	1996
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO 9)29	1997
Wartan Bozoghlanian v. Hughes Radar Systems Group	5	OCAHO 7	741	1995
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO 6	595	1994
	4	OCAHO 6	553	1994

5 OCAHO 726

1995

	TOTICAL INDEX			
Persons Protected				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	Wartan Bozoghlanian v. Hughes Radar Systems Group	5	OCAHO 741	1995
	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	OCAHO 711	1994
	Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO 653	1994
5/10 YEAR RULE				
Regulations				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO 653	1994
Statute of Limitations				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO 891	1996

	Leonid Naginsky v. Department of Defense and EG&G Dynatrend Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	ОСАНО ОСАНО		1994 1994
5/10 YEAR RULE					
Time Computation(s)				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО	607	1994
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	ОСАНО	726	1995
	Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
ABANDONMENT					
Compliance					
	Arnulfo Medina v. Bend-Pack, Inc.	5	ОСАНО	791	1995
	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994

Dismissal

Abdul Hamid Kadir v. Regal Dental Ceramics	4	ОСАНО	598	1994
Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	622	1994
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
Martin A. Holguin v. Dona Ana Fashions	4	ОСАНО	605	1994
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
Tito Ponce Chavez v. National By-Products	4	ОСАНО	620	1994
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. McDonnell Douglas Corporation	4	ОСАНО	616	1994
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1177	2013
	10	ОСАНО	1183	2013
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
Zoila Palma v. Farley Foods	5	ОСАНО	757	1995

ABANDONMENT

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

United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020
United States v. Ferrantino Fuel Corp.	13	OCAHO	1335	2020

ABANDONMENT

Generally

United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
Adolfo Cruz Deguzman v. First America Bank Corporation	3	ОСАНО	585	1993
Aranka M. Palancz v. Cedars Medical Center	3	ОСАНО	443	1992
Bassey J. Udofot v. 88 Vapor Technologies	3	ОСАНО	506	1993
Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	547	1993
Esther Din Brooks v. Watts Window World	3	ОСАНО	570	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	ОСАНО	476	1992
Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	79	1989
Juan Antonio Cardona Godinez v. Armguard Security Patrol	3	ОСАНО	490	1993
Lazaro Antonio Arrieta v. Michigan Employment Security Commission	3	ОСАНО	471	1992
Maria Guzman v. Guardian Electric Manufacturing Company	3	ОСАНО	546	1993
Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)	3	ОСАНО	508	1993
Omar Egal v. Sears Roebuck & Company	3	ОСАНО	442	1992

Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	ОСАНО	789	1995
United States v. David Day d/b/a David Day Masonry	3	ОСАНО	553	1993
United States v. Diamond Construction, Inc.	3	ОСАНО	451	1992
United States v. Jabil Circuit, Inc.	10	ОСАНО	1146	2012
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	ОСАНО	479	1992
United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant	3	ОСАНО	544	1993
United States v. Mushtaq Admed Chaudhry	3	ОСАНО	576	1993
United States v. Mushtaq Ahmed Chaudhry	4	ОСАНО	666	1994
United States v. Rodeo Night Club	5	ОСАНО	812	1995
United States v. Victor Hugo Baches-Corado	3	ОСАНО	571	1993
United States v. Columbia Sportswear Manufacturers, Inc.	5	ОСАНО	808	1995
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	681	1994

ABANDONMENT

No Response

IOPICAL INDEX					021
	United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
	United States v. Private Brands Company and Private Brand, Inc.	7	ОСАНО	941	1997
ABANDONMENT					
Pro Se					
	Arnulfo Medina v. Bend-Pack, Inc.	5	ОСАНО	791	1995
	Florinda Kattan v. Union League Club of Chicago	4	ОСАНО	599	1994
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Service					
	United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.	4	ОСАНО	656	1994
ABUSE OF PROCESS					
Generally					
	United States v. Hotel Martha Washington	6	ОСАНО	846	1996
		-			

	TOTTOTIL IT VILLA				
	United States v. Hotel Martha Washington Corporation	6	ОСАНО	846	1996
		6	ОСАНО	846	1996
ADMINISTRATIVE AGENCIES					
ALJ Determines All Questions of Law and Fact in	8 U.S.C. Section 1324b				
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021
Charge					
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
DHS Has Prosecutorial Discretion to Decide How to Perform Worksite Enforcement Audits					
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016

ADMINISTRATIVE AGENCIES

DHS Has Prosecut	orial Discretion to	Decide Whether to	Issue Notice of Intent	to Fine
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DHS Has Prosecutorial Discretion to Decide Whether	DHS Has Prosecutorial Discretion to Decide Whether to Issue Notice of Intent to Fine							
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016			
Dismissal								
Document Abuse								
	Costigan v. NYNEX	6	ОСАНО	918	1997			
Equal Employment Opportunity Commission								
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021			
		14	ОСАНО	1381a	2021			
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020			
	Anthony F. Lundy v. OOCL, Inc.	1	ОСАНО	215	1990			
	Ching Hua Huang v. United States Postal Service	2	ОСАНО	313	1991			

Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Corneliu Curuta v. United States Water Conservation Laboratory	3	ОСАНО	459	1992
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	590	1993
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	348	1991
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992
Marian Ryba v. Temple Steel Company	1	ОСАНО	289	1991
Michael K. Wockenfuss v. Bureau of Prisons	5	ОСАНО	767	1995
Michael Williamson v. Autorama, Inc.	1	ОСАНО	174	1990
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997
Stephen A. Lewis v. Ogden Services	2	ОСАНО	375	1991
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990

10 OCAHO 1188

2013

	United States v. Mesa Airlines	1	ОСАНО	74	1989
		1	ОСАНО	74	1989
ADMINISTRATIVE AGENCIES					
Equitable Tolling					
Equitable Tolling					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
	Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018
	Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994

Salim J. Hajiani v. Ali Properties, LLC, Airport Shell

ADMINISTRATIVE AGENCIES

Equitable Tolling of Complaint Filing Period					
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
Todaman aki an					
Intervention					
	Hernandez v. Farley Candy Company	5	ОСАНО	810	1995
	Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	341	1991
Jurisdiction					
	Cormia v. Home Care Giver Services	10	ОСАНО	1160	2012
	Drahomira Adame v. Dunkin Donuts	4	ОСАНО	691	1994
	Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

ADMINISTRATIVE AGENCIES

Jury Trials Are Not Provided in OCAHO Proceedings

Jury Triais Are Not Provided in OCAHO Proceeds	ngs	
	A.S. v. Amazon Web Services, Inc.	14 OCAHO 1381c 2021
Memorandum of Understanding (MOU)		
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14 OCAHO 1370 2020
	Bienvenido Antonio Thompson v. Prestige Towing Services	13 OCAHO 1309 2018
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6 OCAHO 892 1996
	Linda S. Walker v. United Airlines, Inc.	4 OCAHO 686 1994
	United States v. Auburn University	4 OCAHO 617 1994
	United States v. Hyatt Regency Lake Tahoe	6 OCAHO 879 1996

Office of Special Counsel/Immigrant and Employee Rights Section

A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
Alexsandr Yakubson v. Effective Security	6	ОСАНО	858	1996
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Anthony F. Lundy v. OOCL, Inc.	1	ОСАНО	215	1990
Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche	1	ОСАНО	222	1990
Fordjour v. General Dynamics	1	ОСАНО	286	1991
Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	484	1993
In re Investigation of Carolina Employers Association, Subpoena	3	ОСАНО	455	1992
In re Investigation of Florida Azalea Specialist, Subpoena	3	ОСАНО	523	1993
In re Investigation of Wal-Mart Distribution Center, Subpoena	5	ОСАНО	788	1995
In re Investigation of Wal-Mart Distribution Center, Subpoena	5	ОСАНО	788	1995
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL	2	ОСАНО	341	1991
Analysis	2	ОСАНО	348	1991

Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	228	1990
Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	228	1990
James D. Westendorf v. Brown & Root, Inc.	3	ОСАНО	405	1992
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	ОСАНО	537	1993
Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	140	1990
	1	ОСАНО	137	1990
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	ОСАНО	418	1992
Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
	6	ОСАНО	907	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997
United States v. Auburn University	4	ОСАНО	602	1994
United States v. Auburn University	4	ОСАНО	617	1994
	4	ОСАНО	602	1994
United States v. Auburn University	4	ОСАНО	617	1994
United States v. Auburn University	4	ОСАНО	662	1994
	4	ОСАНО	658	1994
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1069	2001

United States v. Hotel Martha Washington Corporation	5	OCAHO 7	786	1995
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 8	361	1996
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 8	379	1996
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 8	379	1996
United States v. IBP, Inc.	5	OCAHO 7	766	1995
United States v. Marcel Watch Corporation	1	OCAHO 1	143	1990
United States v. McDonnell Douglas Corporation	2	осано з	380	1991
	3	OCAHO 5	507	1993
United States v. Mesa Airlines	1	OCAHO 7	74	1989
	1	OCAHO 7	74	1989
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO 1	1052	2000
United States v. Redi-Cut Foods, Inc.	4	ОСАНО 6	659	1994
United States v. Redi-Cut Foods, Inc.	4	ОСАНО 6	559	1994
United States v. Robison Fruit Ranch, Inc.	4	OCAHO 5	594	1994
United States v. Robison Fruit Ranch, Inc.	4	OCAHO 5	594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	осано 6	636	1994
United States v. The Beverly Center	5	OCAHO 7	762	1995

06/17/2021 TOPICAL INDEX

	United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation	3	ОСАНО	413	1992
	United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995
	Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	690	1994
ADMINISTRATIVE AGENCIES					
Prior OCAHO ALJ Decisions Do Not Necessarily Bi	nd a Different ALJ in a Future Case				
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1200	2013
Sanctions					

9 OCAHO 1104

2004

Guy Santiglia v. Sun Microsystems, Inc.

Settlement		
ADMINISTRATIVE AGENCIES	Gurpreet Sodhi v. Maricopa Medical Center United States v. New Mexico State Fair	10 OCAHO 1127 2008 6 OCAHO 898 1996
Seventh Amendment Inapplicable to OCAHO Proce	eedings A.S. v. Amazon Web Services, Inc.	14 OCAHO 1381c 2021
Statute of Limitations		
	Jose R. Lima v. New York City Department of Education	10 OCAHO 1128 2009 10 OCAHO 1128 2009

Subpoena Enforcement

	IOPICAL INDEX			00/17/2	021
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
ADMINISTRATIVE LAW AND PROCEDURE					
		1.4	OCAHO	1207	2021
	United States v. Facebook, Inc.	14	ОСАНО	1386	2021
Abandonment					
	Arnulfo Medina v. Bend-Pack, Inc.	5	ОСАНО	791	1995
	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
	Tito Ponce Chavez v. National By-Products	4	ОСАНО	620	1994
	United States v. Cordin Company	10	ОСАНО	1162	2012
	United States v. Private Brands Company and Private Brand, Inc.	7	ОСАНО	941	1997

ADMINISTRATIVE LAW AND PROCEDURE	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Admission(s)					
	United States v. Dolly Boman Irani United States v. Ziagul Zekreya	6	ОСАНО		1996 1994
Admonishment of a Party for Misconduct	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Affidavit(s)	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. United States v. 1010 Morris Avenue Food Corporation	14	ОСАНО		2021 1996

	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
ADMINISTRATIVE LAW AND PROCEDURE					
Affirmative Defense(s)					
	United States v. A & A Maintenance Enterprise, Inc.	6	ОСАНО	852	1996
	United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
	United States v. David Jenkins	5	ОСАНО	743	1995
	United States v. Dolly Boman Irani	6	ОСАНО	860	1996
	United States v. Felipe De Leon-Valenzuela	6	ОСАНО	866	1996
		6	ОСАНО	899	1996
		6	ОСАНО	866	1996
	United States v. Gregorio Alabada Makilan	4	ОСАНО	610	1994
	United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
	United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
	United States v. MAC Specialties Ltd.	6	ОСАНО	920	1997
	United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995

	United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996		
	United States v. Martina Limon-Perez	5	ОСАНО	796	1995		
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016		
	United States v. Tri-Component Product Corporation	5	ОСАНО	821	1995		
ADMINISTRATIVE LAW AND PROCEDURE							
ALJ Determines All Questions of Law and Fact in 8	U.S.C. Section 1324b						
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021		
ALJ Has Authority to Compel Production of Documents and Responses to Discovery Requests							
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020		
	Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020		
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018		
		12	ОСАНО	1285	2016		
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020		

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Authority to Compel Productions of Documents and Responses to Discovery Requests

Martine Mbitaze v. Greenbelt Police Department	14 OC.	AHO 1360	2020
Ravi Sharma v. Lattice Semiconductor	14 OC.	AHO 1362	2020
Robert Heath v. IKON Systems and an Anonymous Employer	14 OC.	AHO 1377	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13 OC.	AHO 1332e	2020
United States v. Capital Fireproof Door	14 OC.	AHO 1372	2020
Zaji Obatala Zajradhara v. GIG Partners	14 OC.	AHO 1363	2020

ALJ Has Discretion to Accept Pleading Within a Time Period the ALJ Sets

Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

ALJ May Correct Substantive or Clerical/Typographical Errors in Final Orders in 1324b Cases

ADMINISTRATIVE LAW AND PROCEDURE	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021
ALJ May Require Parties to File Copy of Settlement	Agreement				
	United States v. La Parisienne Bakery, LLC	15	ОСАНО	1390	2021
Amended	Heised States of Donner and Later Continued at Entermises	4	ОСАНО (670	1994
	United States v. Burns and Intra-Continental Enterprises	4	OCAHO	079	1994
Answer					
	Jorge Pugliese v. Auto-Grafica Corporation	5	ОСАНО	820	1995
	Ramiro A. Villalobos v. Roumiguiere Vineyards	4	OCAHO		1994
	Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	13/1	2020

United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. Alberto Noriega-Perez	5	ОСАНО	798	1995
United States v. Ambrocio Morales-Guzman	5	ОСАНО	787	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	742	1995
United States v. Columbia Sportswear Manufacturers, Inc.	5	ОСАНО	808	1995
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	ОСАНО	789	1995
United States v. David Jenkins	4	ОСАНО	649	1994
United States v. Green Plaza, Inc.	4	ОСАНО	618	1994
United States v. Gregorio Alabada Makilan	4	ОСАНО	610	1994
United States v. Karnival Fashion, Inc.	5	ОСАНО	769	1995
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	865	1996

ADMINISTRATIVE LAW AND PROCEDURE

Appeal of Interlocutory Order Construed as Motion for Reconsideration

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a

2020

ADMINISTRATIVE LAW AND PROCEDURE

Bifurcation					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Bifurcation of the Issues of Liability and Penalty					
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
Certification(s)					
	United States v. Pedro Dominguez	6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996

ADMINISTRATIVE LAW AND PROCEDURE

Civil Money Penalty

United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996
United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	ОСАНО	803	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Continental Sports Corporation	5	ОСАНО	799	1995
	5	ОСАНО	799	1995
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
	11	ОСАНО	1217	2014
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. El Azteca Dunkirk, Inc.	10	ОСАНО	1172	2013
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Giamblis Enterprises	6	ОСАНО	834	1996
United States v. Gloria Fashions, Inc.	6	ОСАНО	887	1996
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014

United States v. Great Bend Packing Company	6	ОСАНО	835	1996
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. Nancy Mubarki	5	ОСАНО	816	1995
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Pedro Dominguez	7	ОСАНО	972	1997
	7	ОСАНО	972	1997
United States v. Ricardo Calderon, Inc.	6	ОСАНО	832	1996
	6	ОСАНО	832	1996
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996

ADMINISTRATIVE LAW AND PROCEDURE

Class Action

Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003
Joan A. Lardy v. United Airlines, Inc.	6	ОСАНО	843	1996
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996
United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996

	TOPICAL INDEX			06/1//2	021		
	United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996		
ADMINISTRATIVE LAW AND PROCEDURE							
Complaint							
1							
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003		
	Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994		
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994		
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996		
	Tina B. Boyd v. Amzi Sherling, DDS	6	ОСАНО	916	1997		
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	601	1994		
Complaint Must Identify with Specificity Each Violation Alleged							
	United States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО	1191	2013		

Confidential Settlement Communications Pursuant to 5 U.S.C. Section 574 Generally Are Not Admissable

ADMINISTRATIVE LAW AND PROCEDURE	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Consent					
	United States v. La Luna Azul	1	ОСАНО	9	1988
Consolidation					
	Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1063	2000
Decision to Bifurcate Proceedings Is In the Court's D	iscretion				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020

Default

D'Amico v. Erie Community College	7	ОСАНО	927	1997
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
United States v. A & A Maintenance Enterprise, Inc.	6	ОСАНО	852	1996
United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
United States v. Continental Forestry Service	6	ОСАНО	836	1996
United States v. Hotel Valet, Inc. d/b/a New York Valet	6	ОСАНО	849	1996
United States v. Moses Sportswear, Inc.	6	ОСАНО	841	1996
United States v. Rodeo Night Club	5	ОСАНО	812	1995
United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
United States v. U.S. Style, Inc.	6	ОСАНО	827	1995

ADMINISTRATIVE LAW AND PROCEDURE

Depositions

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332i	2020
United States v. Armando Alvarez-Suarez	4	ОСАНО	651	1994
United States v. Leonor Yolanda Ortiz	6	ОСАНО	863	1996
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Pedro Dominguez	6	ОСАНО	910	1997
United States v. Roberto C. Davila	6	ОСАНО	902	1996
	6	ОСАНО	903	1996
	6	ОСАНО	895	1996

ADMINISTRATIVE LAW AND PROCEDURE

Discovery

A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020
Iron Workers Local 455 v. Lake Construction & Development Corporation	6	ОСАНО	911	1997
Leonid Naginsky v. Department of Defense	5	ОСАНО	802	1995
	5	ОСАНО	813	1995

Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	639	1994
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	613	1994
Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	ОСАНО	678	1994
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	883	1996
United States v. Alberta Sosa, Inc.	5	ОСАНО	731	1995
United States v. Alberto Noriega-Perez	5	ОСАНО	798	1995
United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
United States v. Armando Alvarez-Suarez	4	ОСАНО	651	1994
United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	ОСАНО	845	1996
United States v. Guardsmark	4	ОСАНО	614	1994
United States v. Marvlee, Inc.	5	ОСАНО	728	1995
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000
United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	700	1994
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285a	2018

United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285	2016
	12	ОСАНО	1285	2016
United States v. Volvo Trucks North America, Inc.	8	ОСАНО	1006	1998
United States v. Zabala Vineyards	5	ОСАНО	734	1995

ADMINISTRATIVE LAW AND PROCEDURE

Dismissal

Abdul Hamid Kadir v. Regal Dental Ceramics	4	OCAHO 598	1994
Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO 622	1994
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	OCAHO 764	1995
Earl Russel Horne v. Town of Hampstead	6	OCAHO 906	1997
	6	OCAHO 884	1996
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 612	1994
Eusebio Huesca v. Rojas Bakery	4	OCAHO 654	1994
Hernandez v. Farley Candy Company	5	OCAHO 810	1995
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO 892	1996
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO 892	1996

Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
	10	ОСАНО	1128	2009
Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
	10	ОСАНО	1128	2009
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	ОСАНО	923	1997
Kasathsko v. Internal Revenue Service	6	ОСАНО	840	1996
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
Linda S. Walker v. United Airlines, Inc.	6	ОСАНО	856	1996
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997

Sanford J. Strauss v. Rite Aid Corporation	4	ОСАНО	721	1994
Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	ОСАНО	850	1996
Susan K. Horst v. Juneau School District City and Borough of Juneau	7	ОСАНО	957	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Tina B. Boyd v. Amzi Sherling, DDS	6	ОСАНО	916	1997
United States v. Cristina Galeas	5	ОСАНО	790	1995
United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes	6	ОСАНО	921	1997
United States v. Emiliano Rios-Villatoro	14	ОСАНО	1364	2020
United States v. Mayfly Fashion, Inc.	6	ОСАНО	894	1996
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
United States v. Simon Osagie Iyawe	5	ОСАНО	744	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
Zoila Palma v. Farley Foods	5	ОСАНО	757	1995

Documents are not Considered Filed Until Received By OCAHO

Equitable Tolling

ADMINISTRATIVE LAW AND PROCEDURE	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
Double Jeopardy					
	United States v. Pedro Dominguez	6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
Electronic Filing					
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14 OCAHO 1370	2020

ADMINISTRATIVE LAW AND PROCEDURE

Errata/Erratum

Jarvis v. AK Steel	7	ОСАНО	952	1997
	7	ОСАНО	952	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Michael K. Lee v. Airtouch Communications	7	ОСАНО	926	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	ОСАНО	877	1996
	6	ОСАНО	877	1996
United States v. Armando Alvarez-Suarez	6	ОСАНО	862	1996
	6	ОСАНО	862	1996
United States v. Continental Sports Corporation	5	ОСАНО	799	1995

United States v. Continental Sports Corporation	5	OCAHO 799	1995
United States v. Kumar	6	OCAHO 833	1996
	6	OCAHO 833	1996
United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
Werline v. Public Service Electric & Gas Company	7	OCAHO 935	1997

ADMINISTRATIVE LAW AND PROCEDURE

Evidence

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
United States v. Armando Alvarez-Suarez	6	ОСАНО	862	1996
	6	ОСАНО	862	1996
United States v. Dolly Boman Irani	6	ОСАНО	860	1996
United States v. Kumar	6	ОСАНО	833	1996
	6	ОСАНО	833	1996
United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996

United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

ADMINISTRATIVE LAW AND PROCEDURE

Ex Parte Communication(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	645	1994
Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	854	1996
United States v. Red Lobster	4	ОСАНО	631	1994

Excessive Fines

United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013
United States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014
United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013
United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014
United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	ОСАНО	1194	2013
United States v. Pedro Dominguez	6	ОСАНО	878	1996

ADMINISTRATIVE LAW AND PROCEDURE

Filing A Timely IER Charge Is A Condition Precedent to Filing a 1324b Complaint With OCAHO

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381a	2021
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

3 OCAHO 586

1993

T 1	0 1
Final	Order

rinai Order				
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 755	1995
	Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO 1363d	2021
ADMINISTRATIVE LAW AND PROCEDURE				
Generally				
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO 577	1993
		3	OCAHO 510	1993
	Adolfo Cruz Deguzman v. First America Bank Corporation	3	OCAHO 585	1993
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 635	1994
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO 568	1993
		3	OCAHO 460	1992
	Esther Din Brooks v. Watts Window World	3	OCAHO 570	1993
	Eusebio Huesca v. Rojas Bakery	4	OCAHO 654	1994
	Florinda Kattan v. Union League Club of Chicago	4	OCAHO 599	1994

In re Investigation of ABM Industries, Subpoena	5	OCAHO 763	1995
In re Investigation of Carolina Employers Association, Subpoena	3	OCAHO 455	1992
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO 569	1993
LeEdwards v. Kumagai International USA Corporation	4	OCAHO 609	1994
Leonid Naginsky v. Department of Defense	5	OCAHO 813	1995
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO 639	1994
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO 497	1993
Roman Udala v. New York State Department of Education	4	OCAHO 633	1994
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO 883	1996
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
United States v. Cristina Galeas	5	OCAHO 790	1995
United States v. Esther Flores-Martinez	4	OCAHO 713	1994
United States v. Guardsmark	4	OCAHO 614	1994
United States v. Kangaroo Express of Pueblo	3	OCAHO 581	1993
United States v. Mohammed Noorealam	5	OCAHO 753	1995
United States v. Mushtaq Ahmed Chaudhry	3	OCAHO 588	1993
United States v. Power Operating Company	3	OCAHO 580	1993

	United States v. Rainbow Steel Company	1	OCAHO 12	2	1988			
	United States v. Roberto C. Davila	6	OCAHO 89	95	1996			
	United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	3	OCAHO 58	89	1993			
	United States v. Zabala Vineyards	6	OCAHO 84	44	1996			
		6	OCAHO 84	44	1996			
ADMINISTRATIVE LAW AND PROCEDURE								
Hearing(s)								
	Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO 59	03	1994			
	Benjamin A. K. Tonan v. Central State Hospital	7	OCAHO J))	1//7			
	Hernandez v. Farley Candy Company	5	OCAHO 78	81	1995			
	United States v. R&M Fashion, Inc.	6	OCAHO 82	26	1995			
Hearings Under 8 U.S.C. Section 1324b Are Conducted by ALJs								

14 OCAHO 1381c

2021

A.S. v. Amazon Web Services, Inc.

Issue of Subject Matter Jurisdiction May Be Raised Sua Sponte by the Court

Issue of Subject Matter Jurisdiction May Be Raised Sua Sponte by the Court								
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020			
ADMINISTRATIVE LAW AND PROCEDURE								
Jeopardy								
	United States v. Pedro Dominguez	6	ОСАНО	876	1996			
		6	ОСАНО	876	1996			
		6	ОСАНО	876	1996			
		6	ОСАНО	876	1996			
Judgment on the Pleadings								
	United States v. Chums Corporation	6	ОСАНО	842	1996			
		6	ОСАНО	842	1996			
	United States v. Feliciano Leon-Gutierrez	6	ОСАНО	875	1996			
	United States v. Gloria Fashions, Inc.	6	ОСАНО	839	1996			

	United States v. Gloria Fashions, Inc. United States v. Harran Transportation Company, Inc.	6	ОСАНО ОСАНО		1996 1996
ADMINISTRATIVE LAW AND PROCEDURE					
Jurisdiction					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
	Arnulfo Medina v. Bend-Pack, Inc.	5	ОСАНО	791	1995
	Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
	Costigan v. NYNEX	6	ОСАНО	918	1997
	Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
	Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
	Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	ОСАНО	923	1997
	Julian Sahagun v. Bend-Pack, Inc.	5	ОСАНО	809	1995
	Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995
	Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
		7	ОСАНО	925	1997

6 OCAHO 901

1996

Michael K. Lee v. Airtouch Communications

Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994
Paul C. Iwuchukwu v. City of Grand Prairie	6	ОСАНО	915	1997
	6	ОСАНО	915	1997
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
	6	ОСАНО	907	1997
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996
Tina B. Boyd v. Amzi Sherling, DDS	6	ОСАНО	916	1997
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

Jury Trials Are Not Provided in OCAHO Proceedings								
ADMINISTRATIVE LAW AND PROCEDURE	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021			
Knowledge of Regulations								
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021			
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021			
	United States v. Cordin Company	10	ОСАНО	1162	2012			
Letter of Determination								
	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009			
		10	ОСАНО	1128	2009			
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996			

Modification(s)

United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	908	1997
	6	ОСАНО	908	1997
United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
United States v. Galilee Fashions, Inc.	4	ОСАНО	697	1994
United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez	5	ОСАНО	732	1995
	5	ОСАНО	732	1995
United States v. Leticia Cruz-Mandoza	5	ОСАНО	750	1995
United States v. Maria Teresa De Jesus Morales-Martinez	5	ОСАНО	727	1995
	5	ОСАНО	727	1995
United States v. Mourad Abu Remileh	5	ОСАНО	724	1995
	5	ОСАНО	724	1995
United States v. Simon Osagie Iyawe	5	ОСАНО	744	1995

ADMINISTRATIVE LAW AND PROCEDURE

Motion for Leave of Court to File Supplemental Response

	TOPICAL INDEX			06/1//2	021
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021
ADMINISTRATIVE LAW AND PROCEDURE					
Motion to Amend Order Construed as Motion for Ro	econsideration				
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
Motion(s)					
	Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	ОСАНО	678	1994
	Wartan Bozoghlanian v. Hughes Radar Systems Group	5	ОСАНО	741	1995
Notice of Hearing					
	United States v. Green Plaza, Inc.	4	ОСАНО	618	1994

OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381b	2021
Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016

ADMINISTRATIVE LAW AND PROCEDURE

OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review

United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016

ADMINISTRATIVE LAW AND PROCEDURE

OCAHO Is Guided by IER's Regulations in Determining What Constitutes a Charge

A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019

OCAHO Rules Do Not Allow for Replies to Responses to Motions Except Upon Leave of the ALJ

A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
	14	ОСАНО	1381b	2021
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

10 OCAHO 1198

2013

OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases

OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases								
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017			
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018			
		12	ОСАНО	1305b	2018			
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021			
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021			
ADMINISTRATIVE LAW AND PROCEDURE								
Office of Special Counsel Investigation(s)								
	In re Investigation of Conoco, Inc., Subpoena	8	ОСАНО	1049	2000			
Office of Special Counsel/Immigrant and Employee Rights Section								
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021			

In Re Investigation of: NHS Human Services

Official Notice						
	United States v. Psychosomatic Fitness	14 OCAHO	1387	2021		
Official Notice Inappropriate When Document Subject to Various Intrepretations						
	United States v. Psychosomatic Fitness	14 OCAHO	1387	2021		
Parties Are Presumed to Know the Rules of Practice	and Procedure That Govern OCAHO Cases					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14 OCAHO	1370b	2021		
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15 OCAHO	1388	2021		
	United States v. Horno MSJ, Ltd., Company	11 OCAHO	1247	2015		
		11 OCAHO	1247	2015		

Party Misconduct					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Douty Misson dust May Warrant Advance Coodibility	Ein din a				
Party Misconduct May Warrant Adverse Credibility	rinding				
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Party Seeking to File Supplemental Response Must I	Demonstrate Good Cause				
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021
Party/Parties					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994

Pleadings					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	645	1994
		4	ОСАНО	668	1994
	United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
Prior OCAHO ALJ Decisions Do Not Necessarily Bi	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense nd a Different ALJ in a Future Case	4	ОСАНО	603	1994
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1200	2013

Privilege Claim					
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4			1994
	United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO :	897	1996
Proceeding					
	Abdul Hamid Kadir v. Regal Dental Ceramics	4	ОСАНО :	598	1994
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
	United States v. Zabala Vineyards	6	ОСАНО	830	1995
Reconsideration					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
		14	ОСАНО	1381b	2021

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003
United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts	1	ОСАНО	73	1989
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. WSC Plumbing, Inc.	9	ОСАНО	1071	2001
Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021

ADMINISTRATIVE LAW AND PROCEDURE

Requires Disclosure of Ex Parte Communications

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324

1

Review of Final Orders

	Florinda Kattan v. Union League Club of Chicago	4	ОСАНО	599	1994				
ADMINISTRATIVE LAW AND PROCEDURE									
Sanction of Liability Appropriate For Bad Faith Refusal to Comply With Discovery Obligations									
	United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	ОСАНО	1312a	2018				
	United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018				
	United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018				
Sanctions									
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004				
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996				
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020				
	United States v. Alberto Noriega-Perez	5	ОСАНО	798	1995				
	United States v. Giamblis Enterprises	5	ОСАНО	807	1995				
	United States v. Mushtaq Ahmed Chaudhry	4	ОСАНО	666	1994				

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994
United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	ОСАНО	1312a	2018
United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018
United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018

ADMINISTRATIVE LAW AND PROCEDURE

Service

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	645	1994
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Sanford J. Strauss v. Rite Aid Corporation	4	ОСАНО	721	1994
United States v. Ambrocio Morales-Guzman	5	ОСАНО	776	1995
United States v. Emiliano Rios-Villatoro	14	ОСАНО	1364	2020
United States v. Marcos Iniguez-Casillas	6	ОСАНО	870	1996
United States v. Nancy Mubarki	5	ОСАНО	816	1995
United States v. Spring & Soon Fashion, Inc.	7	ОСАНО	982	1997

Settlement

9	ОСАНО	1122	2006
6	ОСАНО	912	1997
10	ОСАНО	1127	2008
4	ОСАНО	650	1994
10	ОСАНО	1168	2013
4	ОСАНО	697	1994
15	ОСАНО	1390	2021
6	ОСАНО	841	1996
6	ОСАНО	898	1996
4	ОСАНО	596	1994
	6 10 4 10 4 15 6	 6 OCAHO 10 OCAHO 4 OCAHO 10 OCAHO 4 OCAHO 15 OCAHO 6 OCAHO 6 OCAHO 	6 OCAHO 912 10 OCAHO 1127 4 OCAHO 650 10 OCAHO 1168 4 OCAHO 697 15 OCAHO 1390 6 OCAHO 841 6 OCAHO 898

ADMINISTRATIVE LAW AND PROCEDURE

Seventh Amendment Inapplicable to OCAHO Proceedings

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381c 2021

Statute of Limitations					
Refusal to Approve					
Reliable to Apple to	United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	984	1998
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995
Strict Technical Rules of Evidence Are Somewhat R	telaxed in Administrative Proceedings				
		1.4	ogano	1200	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
Subject Matter Jurisdiction					
,					
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
	MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020

Robert Heath v. VBeyond Corporation and an Anonymous Employer	14 OCAHO 1368 2020
	14 OCAHO 1368a 2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14 OCAHO 1379 2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13 OCAHO 1332g 2020
United States v. Capital Fireproof Door	14 OCAHO 1372 2020
Washington Younggil Kim Jung Windsor	12 OCAHO 1294 2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12 OCAHO 1279 2016
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14 OCAHO 1382 2020

ADMINISTRATIVE LAW AND PROCEDURE

Subpoena

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
United States v. Armando Alvarez-Suarez	4	ОСАНО	651	1994
Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363b	2020

6 OCAHO 882

1996

ADMINISTRATIVE LAW AND PROCEDURE

Subpoena Enforcement					
	In re Investigation of Creative Resource Personnel, Inc.	12	ОСАНО	1299	2017
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
Summary Decision					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	Chao v. McDonnell Douglas Corporation	6	ОСАНО	824	1995
	Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
	Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
	Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010

Rosa Isela Olivares Aguirre v. KDI American Products, Inc.

United States v. 1010 Morris Avenue Food Corporation	6	ОСАНО	885	1996
United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. Alberto Noriega-Perez	5	ОСАНО	811	1995
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	ОСАНО	828	1995
	6	ОСАНО	828	1995
United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	4	ОСАНО	718	1994
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Continental Sports Corporation	5	ОСАНО	799	1995
	5	ОСАНО	799	1995
United States v. Cristina Galeas	5	ОСАНО	790	1995
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Esther Flores-Martinez	5	ОСАНО	733	1995
United States v. Four Star Knitting, Inc.	5	ОСАНО	815	1995
United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996

United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	ОСАНО	851	1996
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. Kumar	6	ОСАНО	833	1996
	6	ОСАНО	833	1996
United States v. Lambok Sihombing	7	ОСАНО	944	1997
United States v. Leonor Yolanda Ortiz	6	ОСАНО	905	1996
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	865	1996
United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
United States v. Martina Limon-Perez	5	ОСАНО	796	1995
United States v. Mesabi Bituminous, Inc.	5	ОСАНО	801	1995
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Ricardo Calderon, Inc.	5	ОСАНО	805	1995
United States v. The Beverly Center	5	ОСАНО	762	1995

TOPICAL INDEX				06/17/2021		
	United States v. Tri-Component Product Corporation	5	ОСАНО	821	1995	
ADMINISTRATIVE LAW AND PROCEDURE	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020	
Summary Deposition						
	United States v. Leonor Yolanda Ortiz	6	ОСАНО	863	1996	
Unpublished Decisions Lack Precedential Value and	Should Not Be Cited/Relied On In Other Cases					
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014	
Untimely Filing						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	
	Ernestina C. Lopez v. James Jung, Hallmark Cleaners	10	ОСАНО	1171	2013	
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021	

6 OCAHO 823

1995

	Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	OCAHO 1188	2013
	Sall v. Wal-Mart Stores, Inc.	10	OCAHO 1161	2012
ADMINISTRATIVE LAW AND PROCEDURE				
Withdrawal				
	United States v. Continental Sports Corporation	5	OCAHO 799	1995
		5	OCAHO 799	1995
	United States v. Esther Flores-Martinez	4	OCAHO 647	1994
	United States v. Green Plaza, Inc.	4	OCAHO 618	1994
	United States v. Kanon Associated Services, Inc.	5	OCAHO 800	1995
	United States v. Mark's Electrical Contracting Corporation	4	OCAHO 641	1994
	United States v. Nancy Mubarki	5	OCAHO 816	1995
	United States v. Pan American Supply Company, Inc.	5	OCAHO 804	1995
	United States v. Renato Parondo Jaque	6	OCAHO 823	1995

Work	Auth	oriza	ation
vv ork	Auin	OTIZ	นบก

Work Authorization					
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
	United States v. Jonel, Inc.	8	ОСАНО	1008	1998
ADMINISTRATIVE PROCEDURE ACT					
Administrative Dispute Resolution					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Confidential Settlement Communications Pursuant to	5 U.S.C. Section 574 Generally Are Not Admissable				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Evidence					
	United States v. Kumar	6	ОСАНО	833	1996

United States v. Kumar	6	ОСАНО 8	833	1996
United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО (609	1994
Mester Manufacturing Company v. United States	1	OCAHO 4	44	1989
	1	OCAHO 4	44	1989
United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО З	358	1991
	2	ОСАНО З	358	1991
United States v. David Jenkins	5	OCAHO '	743	1995
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	1	ОСАНО 2	216	1990
United States v. Koamerican Trading Corporation	1	ОСАНО (63	1989
	1	ОСАНО (63	1989
United States v. Maka's Akamai Service	1	ОСАНО З	36	1988
	1	OCAHO 3	36	1988

ADMINISTRATIVE PROCEDURE ACT

Generally

	TOPICAL INDEX			00/17/2	.021
	United States v. New El Rey Sausage Company	1	ОСАНО	78	1989
	United States v. Sergio Alaniz d/b/a Sagunada	1	ОСАНО	245	1990
ADMINISTRATIVE PROCEDURE ACT					
Hearing(s)					
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	623	1994
Order(s)					
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995
Requires Disclosure of Ex Parte Communications					
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
	mountain, me.				

ADMINISTRATIVE REVIEW

Affirmation(s)

United States v. Big Bear Market	1	ОСАНО	55	1989
United States v. Citizen's Utilities Company, Inc., Telephone Division	1	ОСАНО	120	1990
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	129	1990
United States v. Felipe, Inc.	1	ОСАНО	108	1989
United States v. François Kissel, Owner d/b/a Maximilien-In-the-Market	1	ОСАНО	62	1989
United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias	2	ОСАНО	330	1991
	2	ОСАНО	330	1991
	2	ОСАНО	330	1991
	2	ОСАНО	330	1991
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	1	ОСАНО	280	1990
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	ОСАНО	80	1989
United States v. Kaday Musu Thoronka	5	ОСАНО	772	1995
	5	ОСАНО	772	1995
United States v. Lea's Party Rentals, Inc.	1	ОСАНО	124	1990

	United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO 47	1989
	United States v. Pedro Dominguez	6	OCAHO 876	1996
		6	OCAHO 876	1996
		6	OCAHO 876	1996
		6	OCAHO 876	1996
	United States v. Shine Auto Service	1	OCAHO 102	1989
	United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO 112	1989
	United States v. United Pottery Manufacturing & Accessories, Inc.	1	OCAHO 57	1989
ADMINISTRATIVE REVIEW				
ALJ's Penalty Assessment Need Not Be Disturbed I	f It Is Reasonable in Light of Statutory Factors			
	United States v. Romans Racing Stables, Inc.	11	ОСАНО 1232	2014
Brief Sent by Overnight Delivery on Due Date Mus	t also be Faxed to be Considered Timely			
	United States v. The Red Coach Restaurant, Inc.	10	OCAHO 1200	2013

ADMINISTRATIVE REVIEW

CAHO May Deny Request for Review If Filing and Service Is Not Timely

CAHO May Deny Request for Review II Filing and S	service is Not Timely				
	United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
		11	ОСАНО	1247	2015
Certification(s)					
	United States v. Pedro Dominguez	6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		7	ОСАНО	973	1997
		6	ОСАНО	876	1996

Denial of Review

United States v. Christie Automotive Products	2	ОСАНО	365	1991
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. Dodge Printing Centers, Inc.	1	ОСАНО	159	1990
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	ОСАНО	312	1991
United States v. Power Operating Company	3	ОСАНО	561	1993
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	182	1990
United States v. Silverado Stages, Inc.	10	ОСАНО	1185	2013

ADMINISTRATIVE REVIEW

Documents are not Considered Filed Until Received By OCAHO

United States v. The Red Coach Restaurant, Inc. 10 OCAHO 1200 2013

Filing and Service

	United States v. Silverado Stages, Inc.	10	OCAHO 1185	2013
ADMINISTRATIVE REVIEW				
Form of Request				
	United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО 1183	2013
	- · · · · · · · · · · · · · · · · · · ·			
Congrally				
Generally				
	Mester Manufacturing Company v. United States	1	OCAHO 44	1989
		1	OCAHO 44	1989
	United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 358	1991
		2	OCAHO 358	1991
	United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 829	1995
	United States v. Giannini Landscaping, Inc.	3	OCAHO 573	1993
	United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO 696	1994
	United States v. Koamerican Trading Corporation	1	OCAHO 63	1989

United States v. Koamerican Trading Corporation	1	ОСАНО	63	1989
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	212	1990
United States v. Maka's Akamai Service	1	ОСАНО	36	1988
	1	ОСАНО	36	1988
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
United States v. Mushtaq Admed Chaudhry	3	ОСАНО	576	1993
United States v. New El Rey Sausage Company	1	ОСАНО	78	1989
United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО	652	1994
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
	5	ОСАНО	760	1995
United States v. Power Operating Company	3	ОСАНО	561	1993

ADMINISTRATIVE REVIEW

Interlocutory Order (s)

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

Interlocutory review appropriate if conditions of 28 C.F.R. Section 68.53(a)(1) are met								
	United States v. Lazy Days South, Inc.	13 ОСАНО	1322	2020				
ADMINISTRATIVE REVIEW								
Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review								
	United States v. Frimmel Management, LLC	12 OCAHO	1271	2017				
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13 OCAHO	1271	2019				
		12 OCAHO	1271	2016				
		12 OCAHO	1271	2016				
		12 OCAHO	1271	2016				
	United States v. Frimmel Management, LLS	12 OCAHO	1271	2016				
	United States v. M & D Masonry	10 OCAHO	1215	2014				
Modification by the Chief Administrative Hearing Officer								
	United States v. Lazy Days South, Inc.	13 ОСАНО	1322	2020				

ADMINISTRATIVE REVIEW

Modification(s)

United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 358	1991
	2	OCAHO 358	1991
	2	OCAHO 382	1991
United States v. Applied Computer Technology	2	OCAHO 367	1991
	2	OCAHO 367	1991
United States v. Armando Alvarez-Suarez	4	OCAHO 699	1994
United States v. Charles C. W. Wu d/b/a Airport Budget Hotel	3	OCAHO 434	1992
	3	OCAHO 434	1992
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	ОСАНО 794	1995
	5	ОСАНО 794	1995
United States v. Chuy's Paint & Body Shop	1	OCAHO 19	1988
United States v. Coastal Transportation, Inc.	1	OCAHO 27	1988
United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited	1	OCAHO 23	1988
United States v. Corporate Loss Prevention Associates, Ltd.	6	OCAHO 908	1997

United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	908	1997
United States v. Danny Mathis d/b/a Mathis Maspory	4	ОСАНО	717	1994
	4	ОСАНО	717	1995
United States v. Ebrahim Banafsheha	3	ОСАНО	525	1993
	3	ОСАНО	525	1993
United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	ОСАНО	554	1993
w neets	3	ОСАНО	554	1993
United States v. Elsinore Manufacturing, Inc.	1	ОСАНО	13	1988
United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez	5	ОСАНО	732	1995
	5	ОСАНО	732	1995
United States v. Karnival Fashion, Inc.	5	ОСАНО	783	1995
	5	ОСАНО	783	1995
United States v. La Luna Azul	1	ОСАНО	14	1988
United States v. Landscapes By Susanna	3	ОСАНО	556	1993
	3	ОСАНО	556	1993
United States v. Leticia Cruz-Mandoza	5	ОСАНО	750	1995
United States v. Maria Teresa De Jesus Morales-Martinez	5	ОСАНО	727	1995

United States v. Maria Teresa De Jesus Morales-Martinez	5	OCAHO 727	1995
United States v. Mourad Abu Remileh	5	OCAHO 724	1995
	5	OCAHO 724	1995
United States v. New El Rey Sausage Company	1	OCAHO 78	1989
United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant	2	OCAHO 339	1991
	2	OCAHO 329	1991
	2	OCAHO 329	1991
	2	ОСАНО 329	1991
	2	ОСАНО 329	1991
United States v. Old Town Mexican Café	1	OCAHO 15	1988
United States v. Patricio Torres, Individually and d/b/a Superior Roof Services	1	OCAHO 83	1989
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO 760	1995
	5	OCAHO 760	1995
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics	3	OCAHO 559	1993
Landscape Management	3	OCAHO 559	1993
United States v. Prestige Landscapes	1	OCAHO 16	1988
United States v. Rainbow Steel Company	1	OCAHO 17	1988

IOPICAL INDEX			00/1//2	.021
United States v. Simon Osagie Iyawe	5	ОСАНО	744	1995
ADMINISTRATIVE REVIEW				
Motion to Vacate ALJ's Final Order of Dismissal Construed as Request for Administrative Review				
United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
Remand				
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	ОСАНО	803	1995
	5	ОСАНО	794	1995
	5	ОСАНО	794	1995
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
Request for Review Filed After Ten-Day Deadline is Untimely Unless Equitable Tolling Applies				
United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015

	TOPICAL INDEX			06/1//2	.021
	United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
		11	ОСАНО	1247	2015
ADMINISTRATIVE REVIEW					
Request for Review Must Be Timely Filed and Serve	d to Give Opposing Party Time to Respond				
	United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
		11	ОСАНО	1247	2015
Review Limited to Issues Contained in the Request for	or Review				
	Luite J Ctute M. C. D. Museum	10	OCAHO	1015	2014
	United States v. M & D Masonry	10	ОСАНО	1213	2014
Show Cause					
Show Cause					
	United States v. Armando Alvarez-Suarez	4	ОСАНО	699	1994

ADMINISTRATIVE REVIEW

Summary Decision					
	United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО ОСАНО		1995 1995
The CAHO Is Authorized to Apply a De Novo Standar					
	United States v. Durable, Inc.	11	ОСАНО	1231	2014
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014
	United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1200	2013
	United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
Timeliness					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	ОСАНО	785	1995

United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. Dodge Printing Centers, Inc.	1	ОСАНО	181	1990
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	182	1990
United States v. Silverado Stages, Inc.	10	ОСАНО	1185	2013
Mester Manufacturing Company v. United States	1	ОСАНО	44	1989
	1	ОСАНО	44	1989
United States v. Casa Lupe	1	ОСАНО	31	1988
	1	ОСАНО	31	1988
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
	11	ОСАНО	1217	2014

1 OCAHO 63

1989

United States v. Koamerican Trading Corporation

ADMINISTRATIVE REVIEW

Vacation(s)

United States v. Koamerican Trading Corporation	1	ОСАНО	63	1989
United States v. Maka's Akamai Service	1	ОСАНО	36	1988
	1	ОСАНО	36	1988
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
United States v. Shine Auto Service	1	ОСАНО	70	1989
	1	ОСАНО	70	1989
United States v. Tenampa Ballroom	1	ОСАНО	34	1988
	1	ОСАНО	34	1988
United States v. Vilardo Vineyards	11	ОСАНО	1248	2015

ADMINISTRATIVE REVIEW

What constitutes a substantial difference of opinion for interlocutory review

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

06/17/2021 TOPICAL INDEX

ADMINISTRATIVE REVIEW

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What constitutes an in	nnortant allection	of law for	interlocutory review	
W Hat Constitutes all III	aportani question	or raw ror	IIIICIIOCUIOI y ICVICW	

What constitutes an important question of law for in	terlocutory review							
ADMISSIONS	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020			
Admission of Liability for Citizenship Status Discrin	nination							
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020			
ALJ May Consider Admissions on File for the Basis	ALJ May Consider Admissions on File for the Basis of Summary Decision							
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016			
Amended								
	United States v. Tempo Plastic Company, Inc.	8	ОСАНО	1010	1998			
	Cinica States v. 1 cmpo 1 tustic Company, Inc.	U	50/1110	1010	1770			

ADMISSIONS

Generally

United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
	5	ОСАНО	811	1995
	5	ОСАНО	798	1995
United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	759	1995
United States v. Dolly Boman Irani	6	ОСАНО	860	1996
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
	5	ОСАНО	815	1995
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	ОСАНО	945	1997
United States v. Kanon Associated Services, Inc.	5	ОСАНО	800	1995
United States v. Karnival Fashion, Inc.	5	ОСАНО	769	1995
United States v. Orlando Diaz-Rosas	4	ОСАНО	702	1994
United States v. Spring & Soon Fashion, Inc.	8	ОСАНО	1003	1998
United States v. Tempo Plastic Company, Inc.	8	ОСАНО	1010	1998

	TOPICAL INDEX			00/1//2	2021
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
	United States v. Zip City Partner, L.P. d/b/a Zip City Brewing	7	ОСАНО	965	1997
ADMISSIONS					
Guilty Pleas/Plea Agreement					
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
Liability Based on the Admissions in Respondents' P	leadings				
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Pasnonsa					
Response					
	United States v. Ziagul Zekreya	4	ОСАНО	683	1994
		4	ОСАНО	677	1994

ADMISSIONS

Summary Decision

Sanctions

United States v. Alberto Noriega-Perez	5	OCAHO 811	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO 615	1994
United States v. Alberta Sosa, Inc.	5	OCAHO 739	1995
United States v. Alberto Noriega-Perez	5	OCAHO 811	1995
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO 784	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO 742	1995
	4	OCAHO 718	1994
United States v. Esther Flores-Martinez	5	OCAHO 733	1995
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	OCAHO 851	1996

7 OCAHO 987

1998

United States v. Maria Sourovova

	TOTTCAL INDEA						
	United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995		
	United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	615	1994		
	United States v. Ricardo Calderon, Inc.	5	ОСАНО	805	1995		
	United States v. WSC Plumbing, Inc.	9	ОСАНО	1062	2000		
AFFIDAVITS							
Affidavit May Help Authenticate Evidence to Support a Motion for Summary Decision							
	United States v. Leticia Velarde	14	ОСАНО	1384	2020		
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021		
Generally							
	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003		
	Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	ОСАНО	1005	1998		
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003		
	Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001		

	Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO 1	081	2002
	United States v. 1010 Morris Avenue Food Corporation	6	OCAHO 8	385	1996
	United States v. Dolly Boman Irani	6	OCAHO 8	860	1996
	United States v. Esther Flores-Martinez	5	OCAHO 7	733	1995
	United States v. Leonor Yolanda Ortiz	6	OCAHO 8	863	1996
	United States v. Nicolas Tinoco-Medina	6	OCAHO 8	390	1996
AFFIDAVITS					
Personal Knowledge	Celia Simon v. Ingram Micro, Inc.	9	OCAHO 1	088	2003
Standards	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО 1	088	2003

Summary Decision

06/17/2021 TOPICAL INDEX

		Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
		Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
		Raul A. Gonzalez v. Tri-Component Products, Inc.	9	ОСАНО	1118	2005
		United States v. Leticia Velarde	14	ОСАНО	1384	2020
		United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
		Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
	AFFIDAVITS					
	Unsigned Affidavits					
		Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	AFFIRMATIVE DEFENSE(S)					
Grandfathered Status Must Be Pleaded In the Answer or It Is Waived						
		United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
			11	ОСАНО	1217	2014

06/17/2021 TOPICAL INDEX

AFFIRMATIVE DEFENSE(S)

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	ОСАНО	1290	2016
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016

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

United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
	12	ОСАНО	1275	2016

AFFIRMATIVE MISCONDUCT

Generally

United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn 3 OCAHO 584 1993

AFTER-ACQUIRED INFORMATION

Discharge				
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO 624	1994
AFTER-ACQUIRED INFORMATION				
Generally				
ALIENS	Aurelia Forden v. Dr. Lothar Griessbach	5	OCAHO 735	1995
Deportation				
	United States v. Armando Alvarez-Suarez	4	OCAHO 655	1994
Employment Eligibility				
	Gloria Ondina-Mendez v. Sugar Creek Packing Company United States v. 4431, Inc. t/a Candlelight Inn	9		2001 1994
	Onnea States v. 7431, Inc. t/a Canalengia Inn	4	OCAHO UH	1774

ALIE	VS

Form I-9

United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
United States v. David Jenkins	5	OCAHO 743	1995
United States v. Four Star Knitting, Inc.	6	OCAHO 868	1996

Generally

Luigia Wiesner v. CIT Tours, Inc.	5	OCAHO 773	1995
Maria Fuentes v. Grace Culinary Systems	6	OCAHO 873	1996
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO 151	1990
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO 123	1990
United States v. Continental Sports Corporation	5	OCAHO 799	1995
	5	OCAHO 799	1995

Illegal Alien(s)

ALIENS

Pattern or Practice

Juan Antonio Martinez v. Ray's Bar-B-Que	9	OCAHO 1120	2005
United States v. Alberta Sosa, Inc.	6	OCAHO 831	1996
United States v. Giamblis Enterprises	6	OCAHO 834	1996
United States v. Great Bend Packing Company	6	OCAHO 835	1996
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures,	4	OCAHO 637	1994
inc. United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
		0.01.770 404	1001
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO 601	1994
United States v. Zabala Vineyards	6	OCAHO 830	1995

Permanent Resident

	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994
ALIENS					
Protected					
	Arnulfo Medina v. Bend-Pack, Inc.	5	ОСАНО	791	1995
	Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
	United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	ОСАНО	711	1994
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	ОСАНО	880	1996
Refugees					
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003

Temporary Protected Status (TPS)

	Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 612	1994
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO 1075	2001
ALIENS				
Unauthorized				
	Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO 590	1993
	Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO 519	1993
	Noemi Barragan-Mandujano Romo v. Todd Corporation	1	OCAHO 25	1988
		1	OCAHO 25	1988
	United States v. Hotel Martha Washington Corporation	5	OCAHO 786	1995
	United States v. Mesa Airlines	1	OCAHO 74	1989
		1	OCAHO 74	1989
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO 1092	2003

Work	A 11t1	20117	otion
vv ork	AIIII	ioriz	amon

	United States v. Armando Alvarez-Suarez	6	ОСАНО	862	1996
		6	ОСАНО	862	1996
		4	ОСАНО	655	1994
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
AMICUS CURIAE					
Brief(s)					
	United States v. American McNair, Inc.	1	ОСАНО	261	1990
Invitation to IER to File Amicus Curiae Brief					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021

ANSWER

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

M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	742	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	3	ОСАНО	591	1993
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	ОСАНО	195	1990

1 OCAHO 96

3 OCAHO 421

1 OCAHO 117

OCAHO 142

1989

1990

1992

1989

United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm

United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company

United States v. Maria Esther Lemus d/b/a Rancho Lemus

United States v. Student Exchange International, Inc.

ANSWER

Admission(s)

United States v. USA Café	1	ОСАНО	42	1989
United States v. Walia's, Inc. d/b/a Walia's Restaurant	1	ОСАНО	122	1990
United States v. William and Maria Sievert	1	ОСАНО	294	1991
Ashwani Goel v. Indotronix Internation Corporation	9	ОСАНО	1102	2003
United States v. Anthony Borrelli and Sons, Inc.	8	ОСАНО	1027	1999
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1072	2001
United States v. Felipe De Leon-Valenzuela	6	ОСАНО	866	1996
	6	ОСАНО	866	1996
United States v. Great Earth Companies, Inc.	9	ОСАНО	1070	2001
United States v. Gregorio Alabada Makilan	4	ОСАНО	610	1994
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995
United States v. Martina Limon-Perez	5	ОСАНО	796	1995
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1040	2000

ANSWER

Affirmative Defense(s)

	United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО 1040	2000
	United States v. Solutions Group International, LLC	12	ОСАНО 1288	2016
ANSWER				
Amended				
	United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO 865	1996
Clarification				
	Ramiro A. Villalobos v. Roumiguiere Vineyards	4	OCAHO 630	1994
Denial				
	United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	OCAHO 119	1989
	United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO 119	1990
	United States v. Minaco Fashions, Inc.	3	OCAHO 534	1993

TOTICAL INDEA				00/1//2	2021
	United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	ОСАНО	541	1993
	United States v. Tiki Pools, Inc. d/b/a California Pools and Spa	1	OCAHO	76	1989
ANSWER					
Dismissal					
	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
	United States v. Cordin Company	10	ОСАНО	1162	2012
Excusable Neglect					
	D'Amico v. Erie Community College	7	ОСАНО	927	1997
Failure To File Answer May Be Deemed a Waiver of R	Right to Appear and Contest Allegations				
	United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
	United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

ANSWER

Generally

Adolfo Cruz Deguzman v. First America Bank Corporation	3	OCAHO 585	1993
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO 496	1993
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO 549	1993
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO 539	1993
Jorge Pugliese v. Auto-Grafica Corporation	5	OCAHO 820	1995
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO 519	1993
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO 883	1996
Tyrone Robinson v. New York State Family Court	5	OCAHO 814	1995
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 358	1991
	2	OCAHO 358	1991
United States v. Abel Galvez-Malgarejo	4	OCAHO 684	1994
United States v. Alberta Sosa, Inc.	4	OCAHO 720	1994
United States v. Alberto Noriega-Perez	5	OCAHO 811	1995
	5	OCAHO 798	1995

United States v. Ambrocio Morales-Guzman	5	OCAHO 787	1995
United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	OCAHO 719	1994
United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions	2	OCAHO 355	1991
United States v. Carlos Antonio Aquino	5	OCAHO 818	1995
United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	ОСАНО 789	1995
United States v. David Jenkins	4	OCAHO 649	1994
United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	OCAHO 81	1989
United States v. Elena Finishing, Inc.	1	OCAHO 132	1990
United States v. Esther Flores-Martinez	5	OCAHO 733	1995
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	OCAHO 446	1992
United States v. Feliciano Aguas-Avalos	4	OCAHO 642	1994
United States v. First Wok Restaurant	1	OCAHO 52	1989
United States v. Hardeep Singh	3	OCAHO 520	1993
United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants	1	OCAHO 131	1990
United States v. John Morales d/b/a Riverside Insulation	1	OCAHO 197	1990
United States v. L&M Tire Company, Inc.	1	OCAHO 134	1990
United States v. Minaco Fashions, Inc.	3	OCAHO 534	1993

United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994
United States v. Orlando Diaz-Rosas	4	ОСАНО	702	1994
United States v. R&M Fashion, Inc.	6	ОСАНО	826	1995
United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge	1	ОСАНО	211	1990
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	163	1990
United States v. Rodeo Night Club	5	ОСАНО	812	1995
United States v. Simon Osagie Iyawe	5	ОСАНО	744	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО	563	1993
United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.	2	ОСАНО	346	1991
United States v. Zeferino Castillo, Individually	3	ОСАНО	505	1993
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306a	2018
	13	ОСАНО	1306	2017
Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020

ANSWER

Good Cause for Failure to File a Timely Answer

United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994
United States v. Alberta Sosa, Inc.	4	ОСАНО	720	1994
	5	ОСАНО	739	1995
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	ОСАНО	723	1995

ANSWER

Immunity

Inadequate

United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	ОСАНО	789	1995
United States v. El Mexicano Taco Shop	1	ОСАНО	59	1989
United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge	1	ОСАНО	20	1988
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	ОСАНО	446	1992
United States v. Feliciano Aguas-Avalos	4	ОСАНО	642	1994
United States v. Hardeep Singh	3	ОСАНО	520	1993
United States v. Kumar	6	ОСАНО	833	1996
	6	ОСАНО	833	1996
United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company	1	ОСАНО	114	1989
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	ОСАНО	45	1989
United States v. M.B. Builders Corporation	1	ОСАНО	145	1990
United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995
United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally	1	ОСАНО	86	1989
United States v. Mourad Abu Remileh	4	ОСАНО	706	1994
United States v. Mr. Pablo Saucedo	1	ОСАНО	41	1989
United States v. Nogales Body Shop & Trailer Repair	1	ОСАНО	30	1988
United States v. Patricio Torres, Individually and d/b/a Superior Roof Services	1	ОСАНО	75	1989

United States v. Peter P. Kelley	1	OCAHO 39	1989
United States v. Rudy Rodriguez d/b/a Rock Pest Control	1	OCAHO 158	1990
United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company	1	OCAHO 37	1988
United States v. South Bay Auto Detail	1	OCAHO 68	1989
United States v. The Pep Boys, Manny, Moe and Jack of California	3	OCAHO 464	1992
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	2	OCAHO 390	1991
United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company	1	OCAHO 88	1989
United States v. Zeferino Castillo, Individually	3	OCAHO 505	1993
United States v. Great Earth Companies, Inc.	9	ОСАНО 1070	2001

10 OCAHO 1129

5 OCAHO 793

2009

1995

United States v. LFW Dairy Corporation

United States v. U.S. Style, Inc.

ANSWER

Motion to Strike

D'Amico v. Erie Community College	7	ОСАНО	927	1997
Galdino Casillas Garcia v. McCarron Electric Company	5	ОСАНО	747	1995
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	742	1995
United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	759	1995
United States v. Columbia Sportswear Manufacturers, Inc.	5	ОСАНО	808	1995
United States v. Continental Forestry Service	6	ОСАНО	836	1996
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. Giamblis Enterprises	5	ОСАНО	807	1995
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	681	1994
United States v. Karnival Fashion, Inc.	5	ОСАНО	769	1995
United States v. McDonnell Douglas Corporation	4	ОСАНО	616	1994
United States v. Mushtaq Ahmed Chaudhry	4	ОСАНО	666	1994

10110.1211			
United States v. Rodeo Night Club	5	OCAHO 812	1995
United States v. Tri-Component Product Corporation	5	OCAHO 821	1995
United States v. U.S. Style, Inc.	6	OCAHO 827	1995
United States v. David Day d/b/a David Day Masonry	3	OCAHO 553	1993
United States v. Diamond Construction, Inc.	3	OCAHO 451	1992
United States v. Esther Flores-Martinez	4	OCAHO 698	1994
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO 479	1992
United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway	3	OCAHO 485	1993
United States v. Midtown Fashion, Inc.	4	OCAHO 665	1994

United States v. Minaco Fashions, Inc.

3 OCAHO 552

1993

Supplemental Brief

ANSWER

Request for a Hearing

	United States v. Williams Produce, Inc.	4	OCAHO 67	71	1994
ANSWER					
m: 1:					
Timeliness					
	United States v. Armando Alvarez-Suarez	4	OCAHO 65	55	1994
	United States v. Monica Zapata-Cosio	4	OCAHO 68	85	1994
	United States v. Spring & Soon Fashion, Inc.	8	OCAHO 10	003	1998
Untimely Filing					
Ontimery 1 ming					
	Prakash Sinha v. INFOSYS	14	OCAHO 13	373a	2020
	Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO 13	371	2020
	United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO 85	52	1996
	United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	OCAHO 24	44	1990
	United States v. Advanced Digital Solutions International, Inc.	14	OCAHO 13	383	2020
	United States v. Alberta Sosa, Inc.	5	OCAHO 73	39	1995

United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020
United States v. Casa Orozco, Inc.	1	ОСАНО	92	1989
United States v. Charles K. Bickford, Individually and d/b/a The Doll House Lounge	1	ОСАНО	69	1989
United States v. Continental Sports Corporation	4	ОСАНО	640	1994
United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	ОСАНО	81	1989
United States v. Dynasty 21 Car Wash, Inc.	1	ОСАНО	282	1990
United States v. Edith Fine	1	ОСАНО	116	1989
	1	ОСАНО	97	1989
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	ОСАНО	446	1992
United States v. Florencio Govea	1	ОСАНО	40	1989
United States v. Green Plaza, Inc.	4	ОСАНО	618	1994
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	ОСАНО	72	1989
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company	1	ОСАНО	114	1989
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners	1	ОСАНО	121	1990
United States v. Midtown Fashion, Inc.	4	ОСАНО	665	1994

	IOPICAL INDEX			00/1//2	021
	United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
	United States v. Redwood Office Products, Inc.	1	ОСАНО	193	1990
	United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
ANTI-INJUNCTION ACT	United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company	1	ОСАНО	88	1989
Subject Matter Jurisdiction					
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
	Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Tax Protester					
ARBITRATION	Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997

Enforcement

	TOPICAL INDEX			06/17/2	.021
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1096	2003
ARBITRATION					
Federal Arbitration Act					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1096	2003
Generally					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1096	2003
Motion to Compel					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1096	2003
Unconscionability					

ARBITRATION	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО 1096	2003
Waiver				
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1096	2003
ATTORNEY				
Appearance				
	James R. Cook v. Pro Source, Inc.	7	OCAHO 960	1997
	Johnson v. Florida Power Corporation	7	OCAHO 981	1997
	United States v. Esther Flores-Martinez	4	OCAHO 647	1994
	United States v. Green Plaza, Inc.	4	OCAHO 618	1994
	United States v. Midtown Fashion, Inc.	4	OCAHO 665	1994
	United States v. Mourad Abu Remileh	4	OCAHO 680	1994
	United States v. Ziagul Zekreya	4	OCAHO 683	1994

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

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

ATTORNEY

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

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

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

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

Clients May Be Held Accountable for the Acts and Omissions of Their Attorneys

ATTORNEY	United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
Conflict of Interest					
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
Duty To Tribunal	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1089	2003
Exclusion of Opposing Counsel					
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004

Filings By Attorneys Expected to Conform to Traditional Standards of Practice and Professionalism

Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016
Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016
Terri Ann Jablonski v. Yorkson Legal, et al.	12	ОСАНО	1273	2016
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

ATTORNEY

Generally

6	OCAHO 918	1997
9	OCAHO 1104	2004
9	OCAHO 1089	2003
4	OCAHO 713	1994
6	OCAHO 872	1996
6	OCAHO 871	1996
5	OCAHO 816	1995
	9 9 4 6	9 OCAHO 1104 9 OCAHO 1089 4 OCAHO 713 6 OCAHO 872 6 OCAHO 871

ATTORNEY

Right to Counsel At Government Expense	United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО 9	937	1997
Substitution of Attorney					
	Howard Eugene McNier v. San Francisco State University College of Business United States v. Blueberry Hill Family Restaurant, Inc.	8	ОСАНО		1999 1994
Withdrawal					
	United States v. Continental Sports Corporation	5	ОСАНО ′	799	1995
		5	OCAHO ′	799	1995
	United States v. Cristina Galeas	5	OCAHO ′	790	1995
	United States v. Esther Flores-Martinez	4	ОСАНО (647	1994

United States v. Esther Flores-Martinez	4	OCAHO 682	1994
United States v. Green Plaza, Inc.	4	OCAHO 618	1994
United States v. Leonor Yolanda Ortiz	6	OCAHO 905	1996
United States v. Maria Celia Aispuro-Nunez	5	OCAHO 745	1995
United States v. Mark's Electrical Contracting Corporation	4	OCAHO 641	1994
United States v. Midtown Fashion, Inc.	4	OCAHO 657	1994
	4	OCAHO 665	1994
United States v. Mireya Pedraza-Guzman	5	OCAHO 792	1995
United States v. Mourad Abu Remileh	4	OCAHO 680	1994
United States v. Nancy Mubarki	5	OCAHO 816	1995
United States v. Pan American Supply Company, Inc.	5	OCAHO 804	1995
United States v. Renato Parondo Jaque	6	OCAHO 823	1995
	6	OCAHO 823	1995
United States v. Ziagul Zekreya	4	OCAHO 683	1994

TOPICAL INDEX			06/1	7/2021			
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021			
ATTORNEY FEES							
"Substantially Justified" EAJA Standard Does Not Apply in Private Cases Under Section 1324b							
Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership	11	ОСАНО	1254	2015			
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019			
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019			
Application For Fees Must Include Time Expended and Rate At Which Fees Were Computed							
John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО	1225	2014			
Attorney Fees Can Be Awarded Only to a Prevailing Party							
John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО	1225	2014			
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014			

IOPICAL INDEX			00/1//2	2021			
Victor B. Palma v. Alufase USA, LLC	10	ОСАНО	1213	2014			
ATTORNEY FEES							
Attorney Fees Not Permited as Sanction for Frivolous Filing							
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020			
Attorney Fees Unavailable Where Government's Position Was Substantially Justified							
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014			
Authority of Chief Administrative Hearing Officer to Review							
Mester Manufacturing Company v. United States	1	ОСАНО	44	1989			
	1	ОСАНО	44	1989			

Award of Fees to a Respondent Not Appropriate Simply Because Complainant Did Not Prevail

Thata of Fees to a respondent For Appropriate Simply Because Complamant Bia For Feeting						
	Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership	11	ОСАНО	1254	2015	
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019	
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019	
ATTORNEY FEES						
Dismissal						
Pro Se						
	Elizabeth A. Kalil v. Utica City School District	9	ОСАНО	1103	2003	
Fee Applicant Bears Burden of Showing the Reasonableness of Hours Worked and Rate Claimed						
	John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО	1225	2014	

Fees Calculated By Lodestar Method

John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО	1225	2014
Anna J. Flores v. Daniel Dry Cleaners	4	ОСАНО	715	1994
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	ОСАНО	785	1995
Charo's Corporation d/b/a Charo's Restaurant v. United States	5	ОСАНО	761	1995
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993
Esther Din Brooks v. Watts Window World	3	ОСАНО	570	1993
Eusebio Huesca v. Rojas Bakery	4	ОСАНО	654	1994
Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.	7	ОСАНО	990	1998
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jarvis v. AK Steel	7	ОСАНО	952	1997
	7	ОСАНО	952	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1091	2003
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	566	1993
Mester Manufacturing Company v. United States	1	ОСАНО	44	1989

ATTORNEY FEES

Generally

Mester Manufacturing Company v. United States	1	ОСАНО	44	1989
Michael K. Lee v. Airtouch Communications	7	ОСАНО	926	1997
Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC	10	ОСАНО	1134	2010
United States v. Applied Computer Technology	2	ОСАНО	306	1991
United States v. Auburn University	4	ОСАНО	646	1994
	4	ОСАНО	662	1994
United States v. Charo's Corporation d/b/a Charo's Restaurant	3	ОСАНО	467	1992
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	1	ОСАНО	270	1990
	1	ОСАНО	216	1990
United States v. Great Earth Companies, Inc.	9	ОСАНО	1070	2001
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	ОСАНО	119	1989
United States v. Mourad Abu Remileh	6	ОСАНО	864	1996
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
	2	ОСАНО	308	1991

TOFICAL INDEX			00/17	772021
	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	OCAHO 711	1994
	Werline v. Public Service Electric & Gas Company	7	OCAHO 955	1997
ATTORNEY FEES				
Nonprevailing Party's Pro Se Status and Abilit	y to Recognize Merit of Claim May Be Considered			
	Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership	11	1 OCAHO 1254	2015
	Mike De Leon v. Longoria Farms/Martin Longoria	13	3 OCAHO 1320a	2019
	Mike De Leon, et al. v. Longoria Farms, et al.	13	3 OCAHO 1320	2019
Not Permitted as Sanction for Failure to Comp	ly With Discovery Order			
	Mike De Leon v. Longoria Farms/Martin Longoria	13	3 OCAHO 1320a	2019
	Mike De Leon, et al. v. Longoria Farms, et al.	13	3 OCAHO 1320	2019
	Victor B. Palma v. Alufase USA, LLC	10	OCAHO 1213	2014

OCAHO Practice Follows Dual Standard for Awarding Attorney's Fees in Cases Under Title VII

ATTORNEY FEES	Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership	11	ОСАНО 1254	2015
Prevailing Complainant Not Awarded Costs and Otl	her Expenses			
	John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО 1225	2014
Prevailing Party				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	ОСАНО 785	1995
	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO 761	1995
	Earl Russel Horne v. Town of Hampstead	7	OCAHO 959	1997
	Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	7	OCAHO 969	1997
	Michael K. Lee v. Airtouch Communications	7	OCAHO 926	1997
	Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO 778	1995
	United States v. Auburn University	4	OCAHO 688	1994
	Victor B. Palma v. Alufase USA, LLC	10	OCAHO 1213	2014

00/17/2021
8 OCAHO 1016 1998
10 OCAHO 1213 2014
11 OCAHO 1225 2014
10 OCAHO 1202 2013

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

	I OPICAL INDEX			00/17/2	.021	
	John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО	1225	2014	
	ATTORNEY FEES					
Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact						
	Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership	11	ОСАНО	1254	2015	
	John A. Breda v. Kindred Braintree Hospital, LLC	11	ОСАНО	1225	2014	
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019	
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019	
	Prevailing Respondent Bears the Burden of Proof to Show Entitlement to Award of Attorney's Fees					
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019	
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019	

TOPICAL INDEX	06/17/2021
---------------	------------

	TOTTO: IE IT VEELT			
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO 785	1995
	Jose Jasso v. Danbury Hilton & Towers	3	OCAHO 566	1993
	Maria Fuentes v. Grace Culinary Systems	6	OCAHO 873	1996
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO 600	1994
ATTORNEY FEES				
Pro Se Litigant Is Not Entitled to Claim Attorney's F	ees for Representing Himself			
	John A. Breda v. Kindred Braintree Hospital, LLC	10	OCAHO 1202	2013
Reasonableness Standard				
	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO 761	1995
	Earl Russel Horne v. Town of Hampstead	7	OCAHO 959	1997

7 OCAHO 969

1997

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

Sovereign

	United States v. Great Earth Companies, Inc.	9	ОСАНО 1070	2001
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 755	1995
	United States v. Zabala Vineyards	6	OCAHO 844	1996
		6	OCAHO 844	1996
ATTORNEY FEES				
Substantial Justification				
	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO 761	1995
Supreme Court Holding				
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO 600	1994

Tax Protester

	Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.	7	OCAHO 990	1998
	Kosatschkow v. Allen-Stevens Corporation	7	OCAHO 966	1997
	Michael K. Lee v. Airtouch Communications	7	OCAHO 926	1997
	Richard F. Lareau v. US Airways, Inc.	7	OCAHO 963	1997
	Russell M. Hamilton v. The Recorder	7	OCAHO 978	1997
ATTORNEY/CLIENT				
A Non-Attorney May Represent a Party in OCAHO I	Proceedings Only Upon Approval by the ALJ			
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	OCAHO 1321a	2019
Attorney Fees				
	Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO 406	1992
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO 568	1993
	Errol Williams v. Lucas & Associates	1	OCAHO 254	1990
	Esther Din Brooks v. Watts Window World	3	OCAHO 570	1993

Fordjour v. General Dynamics	1	OCAHO 286	1991
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 255	1990
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 189	1990
	1	OCAHO 266	1990
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 493	1993
John C. Grodzki v. OOCL, Inc.	1	OCAHO 295	1991
Jose Jasso v. Danbury Hilton & Towers	3	OCAHO 566	1993
Juan Francisco Martinez v. Lott Constructors, Inc.	2	OCAHO 323	1991
Juan J. Salcido v. New-Way Pork Company	3	OCAHO 425	1992
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	OCAHO 438	1992
Michael Williamson v. Autorama, Inc.	1	OCAHO 174	1990
Omar Egal v. Sears Roebuck & Company	3	OCAHO 442	1992
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	OCAHO 210	1990
Corporation	1	OCAHO 107	1989
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO 77	1989
United States v. Educational Employment Enterprise	1	OCAHO 283	1991
	1	OCAHO 293	1991

	United States v. Weld County School District	2	ОСАНО	378	1991
	Wisniewski v. Douglas County School System	1	ОСАНО	29	1988
	Yves Nguyen v. ADT Engineering, Inc.	3	ОСАНО	489	1993
ATTORNEY/CLIENT					
Attorney Work Product					
	Iron Workers Local 455 v. Lake Construction & Development Corporation	6	ОСАНО	911	1997
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
		12	ОСАНО	1285a	2018
		12	ОСАНО	1285	2016
		12	ОСАНО	1285	2016
Attorney-Client Privilege					
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019

TOPICAL INDEX 06/17/2021 Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019 United States v. Capital Fireproof Door 14 OCAHO 1372 2020 United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018 12 OCAHO 1285 2016 ATTORNEY/CLIENT Attorney-Client Privilege Does Not Protect Facts and Should Be Narrowly Construed Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019 Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019 Attorney-Client Privilege Protects Substance of Communications, Not Mere Fact of Communications Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

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	ОСАНО	1285a	2018
		12	ОСАНО	1285	2016
ATTORNEY/CLIENT					
Generally					
		10	OCAHO	1121	2000
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
	Aranka M. Palancz v. Cedars Medical Center	3	ОСАНО	443	1992
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Lay Representation					
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009

Privilege Claim

In re Investigation of Wal-Mart Distribution Center, Subpoena	5	ОСАНО	788	1995
Iron Workers Local 455 v. Lake Construction & Development Corporation	6	ОСАНО	911	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	643	1994
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016

ATTORNEY/CLIENT

Representation

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center

10 OCAHO 1131

2009

Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO 1104	2004
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO 1097	2003
Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO 1034	1999
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 156	1990
John R. Alvarez v. Interstate Highway Construction	2	OCAHO 385	1991
Lee v. AT&T	7	OCAHO 924	1997
Lee v. AT&T	7	OCAHO 924	1997
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	3	OCAHO 543	1993
Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO 1034	1999
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 79	1989

Withdrawal

ATTORNEY/CLIENT

Substitution of Attorney

	Leonid Naginsky v. Department of Defense	5	OCAHO 795	1995
	United States v. San Diego Semiconductors, Inc.	1	OCAHO 179	1990
AUTHORITY OF OCAHO				
Apparent or Implied				
	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO 964	1997
	Noemi Barragan-Mandujano Romo v. Todd Corporation	1	OCAHO 25	1988
		1	OCAHO 25	1988
	United States v. Marcel Watch Corporation	1	OCAHO 143	1990
Generally				
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 755	1995

Limit Scope of Discovery

	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020
	United States v. Swift & Co.	9	ОСАНО	1073	2001
AUTHORITY OF OCAHO					
Regulatory					
	Florinda Kattan v. Union League Club of Chicago	4	ОСАНО	599	1994
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	601	1994
Sanctions					
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020

Statutory

	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
		4	ОСАНО	601	1994
BACK PAY					
Back Pay Typically Ordered to Compensate Discrim	inate for Earnings Lost Due to Discrimination				
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Document Abuse					
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	8	ОСАНО	1041	1999
Duty to Mitigate Damages Under Section 1324b					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020

BACK PAY

Evidence of Other Employment Is Relevant to Back	Pay Determination				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
Generally					
	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
	United States v. A.J. Bart, Inc.	3	ОСАНО	538	1993
	United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	ОСАНО	486	1993
	United States v. Redi-Cut Foods, Inc.	4	ОСАНО	659	1994
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	8	ОСАНО	1041	1999
Mixed Motive Discrimination					
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994

D.		T / 1	D 4	T 7
15/	•	K I	r_A	. Y

Statutory

	Juan Antonio Martinez v. Ray's Bar-B-Que	9	OCAHO 1120	2005
BANKRUPTCY				

Automatic Stay Provision of Bankruptcy Act Does Not Apply to Section 1324a Enforcement Proceedings

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

Defense(s)

United States v. Zip City Partner, L.P. d/b/a Zip City Brewing 7 OCAHO 965 1997

Generally

United States v. Agripac, Inc. 8 OCAHO 1026 1999

United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	OCAHO 719	1994
United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center	1	OCAHO 135	1990
United States v. DAR Distributing, Inc. d/b/a DAR Cabinets	1	OCAHO 60	1989
United States v. El Charro Avitia, Inc.	7	OCAHO 971	1997
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO 298	1991
	1	OCAHO 264	1990
United States v. Sparky's Waterfront Saloon, Inc.	1	OCAHO 126	1990
United States v. United Pottery Manufacturing & Accessories, Inc.	1	OCAHO 57	1989
	1	OCAHO 51	1989
United States v. William L. Garcia d/b/a La Buena, Inc.	7	OCAHO 950	1997

BURDEN OF PROOF

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

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

Document Fraud

	United States v. Sanchita Bhattacharya	14	осано 1	1380	2020
BURDEN OF PROOF					
Employee					
	Corneliu Curuta v. Tomball College	9	ОСАНО 1	1099	2003
	Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO 1	1050	2000
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO 8	891	1996
	Michael K. Lee v. Airtouch Communications	6	OCAHO 9	901	1996
	Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО (660	1994
Generally					
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	осано з	577	1993
	Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO 3	526	1993
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO 7	785	1995
	Chao v. McDonnell Douglas Corporation	6	OCAHO 8	824	1995

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Florinda Kattan v. Union League Club of Chicago	3	ОСАНО	586	1993
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jarvis v. AK Steel	7	ОСАНО	930	1997
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
Jorge Mario Ipina v. Michigan Jobs Commission	8	ОСАНО	1036	1999
Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	ОСАНО	891	1996
Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1035	1999
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	562	1993
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
Mr. Doron Tal v. M. L. Energia, Inc.	3	ОСАНО	519	1993
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010

Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Stephen Salerno v. ICL Retail Systems, Inc.	3	ОСАНО	481	1993
United States v. Alvand, Inc. d/b/a 410 Diner	2	ОСАНО	352	1991
	2	ОСАНО	352	1991
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Exim, Inc. and Jaime Monardes, Individually	3	ОСАНО	591	1993
United States v. Leonor Yolanda Ortiz	6	ОСАНО	889	1996
United States v. McDonnell Douglas Corporation	4	ОСАНО	676	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	ОСАНО	583	1993
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Yves Nguyen v. ADT Engineering, Inc.	3	ОСАНО	489	1993

BURDEN OF PROOF

Government

United States v. Stanford Sign and Awning, Inc.

10 OCAHO 1145 2012

Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
	14 OCAHO 1355 2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
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. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286 2016
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016
United States v. Visiontron Corp.	13 OCAHO 1348 2020

BURDEN OF PROOF

Government Bears the Burden of Proof for Liability and Penalty

Unitea Suites	d States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird	11	ОСАНО	1218	2014
United	d States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
Unitea	d States v. Natural Environmental, Inc.	10	ОСАНО	1197	2013

United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО	1191	2013

BURDEN OF PROOF

Government Bears the Burden of Proof on Penalty and Aggravating Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244 2015
United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296 2017
United States v. Clean Sweep Janitor Service	11 OCAHO 1226 2014
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. 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. Liberty Packaging, Inc.	11 OCAHO 1245 2015
United States v. Metropolitan Enterprises, Inc.	12 OCAHO 1297 2017
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. St. Croix Personnel Services, Inc.	12 OCAHO 1289 2016

11 OCAHO 1267

2016

BURDEN OF PROOF

Government Bears the Burden of Proving All Elements of an 8 U.S.C. Section 1324c Claim

Government Bears the Barden of Froving 7th Elemen	is of the occion 152 to claim			
	United States v. Alma Delia Rubio-Reyes	14 OCAHO	1349a	2020
		14 OCAHO	1349	2020
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. Hair U Wear, LLC	11 OCAHO	1268	2016
	United States v. Imacuclean Cleaning Services, LLC	13 ОСАНО	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

Government Met Burden of Proving Unauthorized Status of Some Employees

United States v. Horno MSJ, Ltd., Company	11	OCAHO	1247	2015
	11	ОСАНО	1247	2015
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

BURDEN OF PROOF

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
Citited States 1.1 1.10 County 1 th tite S, 1.10. th of the their S 1 . Other Co.	12 0011110 1270	_010

	TOPICAL INDEX			00/1//2	021
U	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
U	Inited States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	ОСАНО	1192	2013
U	Inited States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО	1191	2013
BURDEN OF PROOF					
In Considering Non-Statutory Factor, Facts Must Suppo	ort Favorable Exercise of Discretion				
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Guites	11	ОСАНО	1218	2014
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
Mitigation U Non-Statutory Factor Considered As Matter of Equity	Inited States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014

BURDEN OF PROOF

Party Invoking Jurisdiction Bears the Burden to Establish That The Court Has Jurisdiction

Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
	14	ОСАНО	1368a	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020

Party Moving for Extension of Time Has Burden of Showing Good Cause

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324c 2021

Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019
United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО	1301	2017
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016

United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

BURDEN OF PROOF

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016

Party Seeking Consideration of Non-Statutor	y Factor Bears Burden of Proof On That Factor
raity seeking Consideration of Non-Statutor	y ractor bears burden or ribor On That ractor

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor						
BURDEN OF PROOF	United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a	2020			
Petitioner Bears Burden of Proving that an Adminis	trative Subpoena is Unduly Burdensome					
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14 OCAHO 1378	2020			
Requirements for Demonstrating Liability Under 8	U.S.C. Section 1324c					
	United States v. Leticia Velarde	14 OCAHO 1384	2020			
		14 OCAHO 1384	2020			
Retaliation						
	Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12 OCAHO 1300	2017			

	TOPICAL INDEX			06/17/20	021
	John A. Breda v. Kindred Braintree Hospital, LLC	10	ОСАНО	1202	2013
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
	Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
BURDEN OF PROOF					
Withdrawal					
	United States v. Auburn University	4	ОСАНО	662	1994
CEASE AND DESIST					
Document Fraud Violation					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
Generally					
	United States v. Chuy's Paint & Body Shop	1	ОСАНО	19	1988

	United States v. National P.R. Engineer Corporation	1	OCAHO 14	6 1990
	United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO 91	1989
CEASE AND DESIST				
Liability Finding Under Section 1324b Requires Issu	ance of Cease and Desist Order			
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	OCAHO 12:	56 2015
Paperwork Requirement(s)/Violation(s)				
	United States v. Chuy's Paint & Body Shop	1	OCAHO 19	1988
	United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	OCAHO 554	4 1993
	, needs	3	OCAHO 554	4 1993
	United States v. Elsinore Manufacturing, Inc.	1	OCAHO 5	1988
	United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO 28	1988
		1	OCAHO 28	1988
	United States v. National P.R. Engineer Corporation	1	OCAHO 14	6 1990

	United States v. Patricio Torres, Individually and d/b/a Superior Roof Services	1	OCAHO 83	1989
	United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO 429	1992
	United States v. Student Exchange International, Inc.	1	OCAHO 117	1989
	United States v. Torres Mexican Food, Inc.	4	OCAHO 596	1994
CERTIFICATION				
Form I-9				
	United States v. El Paso Hospitality, Inc.	5	OCAHO 737	1995
	United States v. Giannini Landscaping, Inc.	3	OCAHO 573	1993
Generally				
	United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 829	1995
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Order(s)

United States v. Mushtaq Admed Chaudhry	3	OCAHO 5	576	1993
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO 7	760	1995
	5	OCAHO 7	760	1995
United States v. Pedro Dominguez	6	OCAHO 8	376	1996
	6	OCAHO 8	376	1996
	6	OCAHO 8	376	1996
	6	OCAHO 8	376	1996
United States v. Power Operating Company	3	OCAHO 5	561	1993
United States v. Kaday Musu Thoronka	5	OCAHO 7	772	1995
	5	OCAHO 7	772	1995
United States v. Onion River Sports, Inc.	4	осано е	673	1994

Authority and Jurisdiction to Review

CHIEF ADMINISTRATIVE HEARING

OFFICER

Affirmation(s)

United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО	358	1991
	2	ОСАНО	358	1991
	2	ОСАНО	381	1991
United States v. Dodge Printing Centers, Inc.	1	ОСАНО	181	1990
United States v. Giannini Landscaping, Inc.	3	ОСАНО	573	1993
United States v. Karnival Fashion, Inc.	5	ОСАНО	783	1995
	5	ОСАНО	783	1995
United States v. Koamerican Trading Corporation	1	ОСАНО	63	1989
	1	ОСАНО	63	1989
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
United States v. Maka's Akamai Service	1	ОСАНО	36	1988
	1	ОСАНО	36	1988
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
United States v. New El Rey Sausage Company	1	ОСАНО	78	1989
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
	5	ОСАНО	760	1995

	TOTICAL INDEX			00/17/2	2021
	United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	182	1990
	United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	112	1989
	United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013
CHIEF ADMINISTRATIVE HEARING OFFICER					
Certification(s)					
	United States v. Pedro Dominguez	6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
Generally					
	United States v. Danny Mathis d/b/a Mathis Maspory	4	ОСАНО	717	1994
		4	ОСАНО	717	1995
	United States v. Karnival Fashion, Inc.	5	ОСАНО	783	1995

	IOPICAL INDEX			00/1//2	021
	United States v. Karnival Fashion, Inc.	5	ОСАНО	783	1995
	United States v. Mushtaq Admed Chaudhry	3	ОСАНО	576	1993
CHIEF ADMINISTRATIVE HEARING OFFICER					
Modification by the Chief Administrative Hearing O	fficer				
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
Modification(s)					
	United States v. Armando Alvarez-Suarez	4	ОСАНО	699	1994
	United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	908	1997
		6	ОСАНО	908	1997
	United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez	5	ОСАНО	732	1995
		5	ОСАНО	732	1995
	United States v. Maria Teresa De Jesus Morales-Martinez	5	ОСАНО	727	1995
		5	ОСАНО	727	1995

	TOPICAL INDEX			06/17/2	2021
	United States v. Mohammed Noorealam	5	ОСАНО	797	1995
		5	ОСАНО	797	1995
	United States v. Mourad Abu Remileh	5	ОСАНО	724	1995
		5	ОСАНО	724	1995
	United States v. Simon Osagie Iyawe	5	ОСАНО	744	1995
CHIEF ADMINISTRATIVE HEARING OFFICER					
Notification of administrative review					
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
CITATION/CITATION PERIOD					
Citation as Notice of Statutory Violation					
	United States v. Mario Saikhon, Inc.	1	ОСАНО	279	1990
	United States v. Mester Manufacturing Company	1	ОСАНО	18	1988

Generally

	United States v. Big Bear Market	1	ОСАНО	48	1989
	United States v. Citizen's Utilities Company, Inc., Telephone Division	1	ОСАНО	109	1989
	United States v. Interdynamics, Inc.	3	ОСАНО	433	1992
	United States v. Mester Manufacturing Company	1	ОСАНО	18	1988
	United States v. New El Rey Sausage Company	1	ОСАНО	78	1989
	United States v. The Body Shop	1	ОСАНО	149	1990
	United States v. Walia's, Inc. d/b/a Walia's Restaurant	1	ОСАНО	122	1990
CITATION/CITATION PERIOD					
Standard for Issuing a Citation (Reason to believe)					
	United States v. New El Rey Sausage Company	1	ОСАНО	78	1989
	United States v. The Body Shop	1	ОСАНО	149	1990
CIVIL MONEY PENALTY					
	United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	ОСАНО	24	1988

CIVIL MONEY PENALTY

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

United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296 2017
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
United States v. Hair U Wear, LLC	11 OCAHO 1268 2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11 OCAHO 1258 2015
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Metropolitan Warehouse, Inc.	10 OCAHO 1207 2013
United States v. Mr. Mike's Pizza, Inc.	10 OCAHO 1196 2013
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. The Red Coach Restaurant, Inc.	10 OCAHO 1200 2013
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 2016

CIVIL MONEY PENALTY

Absence of Bad Faith Does Not Necessarily Show Go	ood Faith				
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Across-the-Board Enhancement for Presence of Only	Some Unauthorized Workers Not Permitted				
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
	United States v. Natural Environmental, Inc.	10	ОСАНО	1197	2013
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
Additional Factors That May Re Considered Are Part	-l F' - ' l - l l - ' (C - ll D- '				

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

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

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

CIVIL MONEY PENALTY

Aggravation

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10 OCAHO 1174	2013
United States v. Forsch Polymer Corporation	10 OCAHO 1156	2012
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7 OCAHO 945	1997
United States v. Natural Environmental, Inc.	10 OCAHO 1197	2013
United States v. Nebeker, Inc.	10 OCAHO 1165	2013
United States v. New China Buffet Restaurant	10 OCAHO 1132	2010
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7 OCAHO 958	1997
United States v. Snack Attack Deli, Inc.	10 OCAHO 1137	2010
United States v. Taste of China	10 OCAHO 1164	2013

Aggravation - Lack of Good Faith

	TOPICAL INDEX			06/17//2	2021
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
	United States v. Modern Disposal Incorporated	10	ОСАНО	1175	2013
CIVIL MONEY PENALTY					
Aggravation Based on Employer's Size of Business					
	United States v. Modern Disposal Incorporated	10	ОСАНО	1175	2013
	United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10	ОСАНО	1178	2013
	United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	ОСАНО	1179	2013
ALJ Can Consider Public Policy of Leniency to Sma	Il Entities				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015

		United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016	
		United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017	
		United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016	
		United States v. Niche, Inc.	11	ОСАНО	1250	2015	
		United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016	
		United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016	
		United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015	
		United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016	
	CIVIL MONEY PENALTY						
ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort							
		United States v. Niche, Inc.	11	ОСАНО	1250	2015	

ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty

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
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276 2016
United States v. Golden Employment Group, Inc.	12 OCAHO 1277 2016
United States v. Hair U Wear, LLC	11 OCAHO 1268 2016
United States v. 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
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
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. Metropolitan Enterprises, Inc.	12 OCAHO 1297 2017
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 2016
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016

TOPICAL INDEX			06/17/2	2021	
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016	
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016	
United States v. Visiontron Corp.	13	ОСАНО	1348	2020	
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016	
CIVIL MONEY PENALTY					
ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach *United States v. Crescent City Meat Company, Inc.**		ОСАНО		2014 2014	
ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable **Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement;** 10 OCAHO 1201 20					
Office of the Chief Administrative Hearing Officer					

11 OCAHO 1231

2014

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

United States v. Durable, Inc.

	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1256	2015		
CIVIL MONEY PENALTY							
ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case							
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
ALJ May Not Assess Penalties Above Maximum Pe	ermitted by Department of Justice Regulations						
	United States of America v. Danielle Messineo	14	ОСАНО	1367	2020		
	United States v. Leticia Velarde	14	ОСАНО	1384	2020		
ALJ Not Bound by ICE's Method of Calculating Penalties							
	United States v. Durable, Inc.	11	ОСАНО	1231	2014		
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		

TOPICAL INDEX	06/17/2021
---------------	------------

TOTICAL INDEX		00/17/	2021		
United States v. Intelli Transport Services, Inc.	13 OCAHO) 1319	2019		
United States v. Metropolitan Enterprises, Inc.	12 OCAHO	1297	2017		
United States v. Visiontron Corp.	13 OCAHO	1348	2020		
CIVIL MONEY PENALTY					
ALJ Not Required to Make Individualized Findings Regarding Each Violation					
Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer	10 OCAHO) 1201	2013		
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table					
United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10 OCAHO) 1209	2014		
Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty					
United States of America v. Danielle Messineo	14 OCAHO	1367	2020		
	14 OCAHO) 1367	2020		

	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020	
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020	
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018	
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020	
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019	
	United States v. Leticia Velarde	14	ОСАНО	1384	2020	
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021	
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020	
CIVIL MONEY PENALTY						
Assessment of Penalty Greater Than Requested						
	United States v. Aid Maintenance Company, Inc.	8	ОСАНО	1023	1999	
Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)						

12 OCAHO 1286

2016

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

CIVIL MONEY PENALTY

Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244	2015
United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239	2014
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338	2020
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
	11 OCAHO 1247	2015
United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307	2017
United States v. Kobe Sakura Japanese, Inc.	10 OCAHO 1205	2013
United States v. Kobe Sapporo Japanese, Inc.	10 OCAHO 1204	2013
United States v. Liberty Packaging, Inc.	11 OCAHO 1245	2015
United States v. Natural Environmental, Inc.	10 OCAHO 1197	2013
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10 OCAHO 1192	2013
United States v. Pharaoh's Gentleman's Club, Inc.	10 OCAHO 1189	2013

	TOTICAL INDEX			00/17/2	<i>5</i> 2 1
	United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013
	United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	ОСАНО	1206	2013
	United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
gΊ	Than Others in the Context of a Specific Case				

Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case

United States v. Durable, Inc. 11 OCAHO 1231 2014

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

Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor

United States v. Durable, Inc. 11 OCAHO 1229 2014

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

CIVIL MONEY PENALTY

	TOPICAL INDEX			06/17/2	2021
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1256	2015
CIVIL MONEY PENALTY					
Company Tax Losses Do Not Necessarily Establish	Poor Financial Condition or Inability To Pay				
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
Compliance					
	United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
	United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995
	United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994
Culpable Conduct Can Be Shown by Evidence that I	Employer Tried to Mislead Government				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015

CIVIL MONEY PENALTY

Date of Penalty Assessment Is The Date ICE Serves the Notice of Intent to Fine							
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020		
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021		
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
Definition							
	United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias		ОСАНО		1991		
		2	ОСАНО	330	1991		
Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty							

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine

10 OCAHO 1209

2014

CIVIL MONEY PENALTY

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

United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

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

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

	TOPICAL INDEX			06/17/2	021
Document Abuse					
	United States v. Monfort, Inc.	4	ОСАНО	597	1994
	United States v. The Beverly Center	5	ОСАНО	762	1995
CIVIL MONEY PENALTY					
Document Fraud					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Pedro Dominguez	8	ОСАНО	1000	1998
		8	ОСАНО	1000	1998
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021

Double Jeopardy

United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
	5	ОСАНО	811	1995

13 OCAHO 1348

2020

CIVIL MONEY PENALTY

Eighth Amendment

Eighth Amendment					
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
	United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	ОСАНО	637	1994
Employer Knowledge of Employee's Unauthorized St	tatus Not Necessary to Enhance Fine				
	United States v. Durable, Inc.	11	ОСАНО	1229	2014
Employer's Failure to Check a Box in Section 1 Attest	ting to Status Is A Serious Violations				

United States v. Visiontron Corp.

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

TOPICAL INDEX			06/1//20	J2 I
United States v. Farias Enterprises LLC	C d/b/a Barajas Mexican Grill 13	ОСАНО	1338	2020
CIVIL MONEY PENALTY				
Employer's Failure to Reverify Employee's Expired Employment Authorization Is Serious Vio	lation			
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation				
United States v. Farias Enterprises LLC	C d/b/a Barajas Mexican Grill 13	ОСАНО	1338	2020
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Vio	olations			
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016

Enhancement Factor Based on Whether Specific Individual was Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244 2015
United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019
United States v. Jalisco's Bar and Grill, Inc.	11 OCAHO 1224 2014
United States v. Liberty Packaging, Inc.	11 OCAHO 1245 2015
United States v. Romans Racing Stables, Inc.	11 OCAHO 1230 2014

CIVIL MONEY PENALTY

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

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	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Kobe Sakura Japanese, Inc.	10	ОСАНО	1205	2013
United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013
United States v. Metropolitan Warehouse, Inc.	10	ОСАНО	1207	2013
United States v. Pharaoh's Gentleman's Club, Inc.	10	ОСАНО	1189	2013

	TOTTCHE INDEA				
	United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	ОСАНО	1206	2013
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
CIVIL MONEY PENALTY					
Excessive Fines Clause of Eighth Amendment Appli	es to Fines That Are Punitive				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Excessive Money Penalties					
	United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
	United States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014
	United States v. La Hacienda Mexican Café	10	ОСАНО	1167	2013
	United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013

	United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014
	United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	ОСАНО	1192	2013
	United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	ОСАНО	1194	2013
	United States v. Pedro Dominguez	6	ОСАНО	878	1996
	United States v. Pharaoh's Gentleman's Club, Inc.	10	ОСАНО	1189	2013
	United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1195	2013
CIVIL MONEY PENALTY					
Excessiveness Determined Relative to Characteristic	s of Offense, Not Offender United States v. Durable, Inc.	11	ОСАНО	1221	2014
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. Fortune East Fashion, Inc.	7	ОСАНО	992	1998
	United States v. New China Buffet Restaurant	10	ОСАНО	1132	2010

IOPICAL INDEX			00/1//2021				
	United States v. Pedro Dominguez	8	ОСАНО	1000	1998		
		8	ОСАНО	1000	1998		
	United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО	958	1997		
	United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010		
CIVIL MONEY PENALTY							
Failure to Complete I-9 Within Three Business Days	is Serious Violation						
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019		
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019		
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
Failure to Conform Practices to Law After Previous	Violations May Constitute Lack of Good Faith						
	United States v. Durable, Inc.	11	ОСАНО	1231	2014		

Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct

	Margarita Garcia Ocana v. El Dorado Stone, LLC United States v. Liberty Packaging, Inc.		ОСАНО ОСАНО		2015 2015
CIVIL MONEY PENALTY	Omea states v. Bioerty I ackaging, Inc.	11	Certifo	12-13	2013
Failure to Ensure Employee Signs Form I-9 Section	1 Is A Serious Violation				
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Failure to Prepare Form I-9 Among Most Serious Pa	aperwork Violations				
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
			001110		2010
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019

06/17/2021 TOPICAL INDEX

	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
CIVIL MONEY PENALTY					
Failure to Prepare Form I-9 Generally Warrants High	er Penalty Than Do Errors or Omissions on Form				
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
Failure to Prepare I-9 Among Most Serious Paperwon	k Violations				
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015

TOPICAL INDEX 06/17/2021 United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 2014 United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015 **CIVIL MONEY PENALTY** Failure to Prepare I-9 More Serious Than Paperwork Violations United States v. Senox Corporation 11 OCAHO 1219 2014 Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243

2015

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

12 OCAHO 1280

11 OCAHO 1267

2016

2016

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation									
	United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a	2020						
	United States v. Romans Racing Stables, Inc.	11 OCAHO 1232	2014						
CIVIL MONEY PENALTY									
Failure to Timely Prepare Form I-9 Is A Serious Violation									
	United States v. St. Croix Personnel Services, Inc.	12 OCAHO 1289	2016						
Forms I-9 May Be So Deficient That Violations Are	Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9								

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

United States v. Cawoods Produce, Inc.

Generally

Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	ОСАНО	1141	2011
United States v. A-Plus Roofing, Inc.	1	ОСАНО	209	1990
United States v. Applied Computer Technology	2	ОСАНО	367	1991
	2	ОСАНО	367	1991
United States v. Armando Alvarez-Suarez	6	ОСАНО	862	1996
	6	ОСАНО	862	1996
United States v. Big Bear Market	1	ОСАНО	48	1989
United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	ОСАНО	719	1994
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	ОСАНО	151	1990
United States v. Busy Corner Sportswear, Inc.	3	ОСАНО	511	1993
United States v. Camidor Properties, Inc.	1	ОСАНО	299	1991
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	ОСАНО	453	1992
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	ОСАНО	803	1995
United States v. Chuy's Paint & Body Shop	1	ОСАНО	19	1988
United States v. Citizen's Utilities Company, Inc., Telephone Division	1	ОСАНО	109	1989

United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	123	1990
	1	ОСАНО	67	1989
United States v. Continental Sports Corporation	5	ОСАНО	799	1995
	5	ОСАНО	799	1995
United States v. Cristina Galeas	5	ОСАНО	790	1995
United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
United States v. David Day d/b/a David Day Masonry	3	ОСАНО	575	1993
United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
United States v. Diamond Construction, Inc.	3	ОСАНО	451	1992
United States v. Dodge Printing Centers, Inc.	1	ОСАНО	125	1990
United States v. Dr. Merrill Cahn, D.P.M.	1	ОСАНО	127	1990
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	ОСАНО	316	1992
United States v. El Azteca Dunkirk, Inc.	10	ОСАНО	1172	2013
United States v. Elder Jerez d/b/a Green Scaping	3	ОСАНО	420	1992
United States v. Felipe, Inc.	1	ОСАНО	108	1989
	1	ОСАНО	93	1989
United States v. Galilee Fashions, Inc.	4	ОСАНО	697	1994

United States v. Gerald Hollendorfer	1	ОСАНО	175	1990
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. Gloria Fashions, Inc.	6	ОСАНО	887	1996
United States v. Guillermo Perales d/b/a Mexican Bakery	2	ОСАНО	315	1991
United States v. Hardeep Singh	3	ОСАНО	520	1993
United States v. Honeybake Farms, Inc.	2	ОСАНО	311	1991
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	ОСАНО	945	1997
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	ОСАНО	756	1995
United States v. Ice Castles Daycare Too, Inc.	10	ОСАНО	1142	2011
United States v. Jesus Satarain, Individually	3	ОСАНО	557	1993
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	ОСАНО	300	1991
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	ОСАНО	499	1993
	3	ОСАНО	512	1993
United States v. Kangaroo Express of Pueblo	3	ОСАНО	581	1993
United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	ОСАНО	479	1992
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	ОСАНО	712	1994

United States v. Landscapes By Susanna	3	ОСАНО	556	1993
	3	ОСАНО	556	1993
	3	ОСАНО	556	1993
	3	ОСАНО	556	1993
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	ОСАНО	45	1989
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	ОСАНО	448	1992
United States v. Mester Manufacturing Company	1	ОСАНО	18	1988
United States v. Minaco Fashions, Inc.	3	ОСАНО	552	1993
United States v. Monfort, Inc.	4	ОСАНО	597	1994
United States v. Nancy Mubarki	5	ОСАНО	816	1995
United States v. Neighbors of Hawaii d/b/a Tower of Power	1	ОСАНО	262	1990
United States v. New China Buffet Restaurant	10	ОСАНО	1132	2010
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Noel Plastering & Stucco, Inc.	3	ОСАНО	427	1992
	2	ОСАНО	319	1991
	2	ОСАНО	377	1991
United States v. Onion River Sports, Inc.	4	ОСАНО	673	1994

United States v. Orlando Diaz-Rosas	4	OCAHO 702	1994
United States v. Oscar Chacon, Sr.	3	OCAHO 578	1993
United States v. Pedro Dominguez	7	OCAHO 972	1997
	7	OCAHO 972	1997
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics	3	OCAHO 559	1993
Landscape Management	3	OCAHO 559	1993
	3	OCAHO 559	1993
	3	OCAHO 559	1993
United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
United States v. Riverboat Delta King, Inc.	5	OCAHO 738	1995
United States v. Robert Griffin d/b/a Griff's Landscape	1	OCAHO 50	1989
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
United States v. San Ysidro Ranch	1	OCAHO 183	1990
United States v. Satarain, Individually	3	OCAHO 557	1993
United States v. SDI Industries, Inc.	3	OCAHO 465	1992

United States v. Sergio Alaniz d/b/a Sagunada	1	ОСАНО	297	1991
United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
Investigations	3	ОСАНО	563	1993
United States v. The Beverly Center	5	ОСАНО	762	1995
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	ОСАНО	191	1990
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	ОСАНО	445	1992
United States v. Tuttle's Design Build, Inc.	3	ОСАНО	422	1992
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	ОСАНО	449	1992
United States v. Visit USA Bureau - San Francisco, Inc.	1	ОСАНО	155	1990
United States v. Wood 'N Stuff	3	ОСАНО	574	1993

CIVIL MONEY PENALTY

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

United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296	2017
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314	2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

CIVIL MONEY PENALTY

Good Faith Compliance

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

CIVIL MONEY PENALTY

Good Faith Defense

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	758	1995
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
	4	ОСАНО	717	1994
	4	ОСАНО	717	1995
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
	7	ОСАНО	933	1997
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	ОСАНО	945	1997
United States v. Ice Castles Daycare Too, Inc.	10	ОСАНО	1142	2011
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	6	ОСАНО	865	1996
United States v. Mesabi Bituminous, Inc.	5	ОСАНО	801	1995
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Pegasus Restaurant, Inc.	10	ОСАНО	1143	2012
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	ОСАНО	974	1997
United States v. Riverboat Delta King, Inc.	5	ОСАНО	738	1995
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО	958	1997
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	ОСАНО	782	1995
United States v. Williams Produce, Inc.	5	ОСАНО	730	1995

Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

CIVIL MONEY PENALTY

Government Bears the Burden of Proof for Liability and Penalty

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

CIVIL MONEY PENALTY

Government Bears the Burden of Proof on Penalty and Aggravating Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015

United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

CIVIL MONEY PENALTY

Government Must Prove Aggravating Factor by Preponderance of Evidence

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
United States v. Kobe Sakura Japanese, Inc.	10	ОСАНО	1205	2013
United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013
United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bi.	istro 10	ОСАНО	1206	2013
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014

CIVIL MONEY PENALTY

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.			
· · · · · · · · · · · · · · · · · · ·	2 OCAHO	1276	2016
United States v. Ideal Transportation Co., Inc.	2 OCAHC	1290	2016

High Compliance Rate May Be Evidence of Good Faith

High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations

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

ICE Fine Guidelines Have No Binding Effect on OCAHO

United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015

CIVIL MONEY PENALTY

ICE Guidelines

	TOPICAL INDEX		00/1//20	021
Unite	ed States v. Super 8 Motel & Villella Italian Restaurant 10	ОСАНО	1191	2013
CIVIL MONEY PENALTY				
If 5 Factors Considered, Statute Neither Mandates Nor Prec	ludes Mathematical Formula to Set Fine			
Unite	ed States v. Senox Corporation 11	ОСАНО	1219	2014
Illegal Alien(s)				
Unite	ed States v. Alberta Sosa, Inc. 6	ОСАНО	831	1996
Unite	ed States v. Alyn Industries, Inc. d/b/a Electronic Source Company 10	ОСАНО	1141	2011
Unite	ed States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5	ОСАНО	803	1995
Unite	ed States v. Fortune East Fashion, Inc. 7	ОСАНО	992	1998
Unite	ed States v. Four Star Knitting, Inc. 6	ОСАНО	868	1996
Unite	ed States v. Giamblis Enterprises 6	ОСАНО	834	1996
Unite	ed States v. Great Bend Packing Company 6	ОСАНО	835	1996
Unite	ed States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service 7	ОСАНО	945	1997

	United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	ОСАНО	637	1994
	United States v. Ricardo Calderon, Inc.	6	ОСАНО	832	1996
		6	ОСАНО	832	1996
	United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
	United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996
CIVIL MONEY PENALTY					
In Section 1324c Cases, ALJ May Use a Judgmental A	Approach to Determine the Penalty Amount				
	United States v. Leticia Velarde	1.4	ОСАНО	1204	2020
	United States V. Leticia Vetarae	14	OCAHO	1384	2020
INS Guidelines					
	United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
	United States v. Pedro Dominguez	8	ОСАНО	1000	1998

	TOTTCHE INDEA						
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998		
	United States v. Williams Produce, Inc.	5	ОСАНО	730	1995		
CIVIL MONEY PENALTY							
Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition							
	United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013		
Knowing Hire							
	United States v. Occupational Resource Management, Inc.	10	ОСАНО	1166	2013		
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998		
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations							
	United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015		
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014		

CIVIL MONEY PENALTY

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

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
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286 2016
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Romans Racing Stables, Inc.	11 OCAHO 1232 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. The Red Coach Restaurant, Inc.	10 OCAHO 1200 2013
United States v. Visiontron Corp.	13 OCAHO 1348 2020

CIVIL MONEY PENALTY

Leniency Toward Small Entities

United States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013
United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014

Mitigation

Ahmad S. Elhajomar v. City and Co	unty of Honolulu	1	ОСАНО	246	1990
		1	ОСАНО	246	1990
United States v. 4431, Inc. t/a Cand	lelight Inn	4	ОСАНО	611	1994
United States v. Adolfo Martinez, Jr	., Individually d/b/a AAAA Roofing	3	ОСАНО	494	1993
United States v. Alberta Sosa, Inc.		6	ОСАНО	831	1996

United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	ОСАНО	1141	2011
United States v. American McNair, Inc.	1	ОСАНО	285	1991
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	758	1995
United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	ОСАНО	462	1992
United States v. Applied Computer Technology	2	ОСАНО	367	1991
	2	ОСАНО	367	1991
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	ОСАНО	200	1990
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. Big Bear Market	1	ОСАНО	48	1989
United States v. Boo Bears Den	1	ОСАНО	71	1989
United States v. Broadway Tire, Inc.	2	ОСАНО	310	1991
	1	ОСАНО	226	1990
United States v. Business Teleconsultants, Ltd.	3	ОСАНО	565	1993
	3	ОСАНО	536	1993
United States v. Busy Corner Sportswear, Inc.	3	ОСАНО	511	1993
United States v. Cafe Camino Real, Inc.	2	ОСАНО	307	1991
United States v. Camidor Properties, Inc.	1	ОСАНО	299	1991

United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO 453	1992
United States v. Central Nebraska Packing, Inc.	4	OCAHO 714	1994
United States v. Charles C. W. Wu d/b/a Airport Budget Hotel	3	OCAHO 434	1992
	3	OCAHO 434	1992
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	ОСАНО 369	1991
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO 803	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO 608	1994
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO 123	1990
	1	OCAHO 67	1989
United States v. Continental Sports Corporation	5	ОСАНО 799	1995
	5	ОСАНО 799	1995
United States v. Danny Mathis d/b/a Mathis Maspory	4	OCAHO 717	1994
	4	OCAHO 717	1995
United States v. David Day d/b/a David Day Masonry	3	OCAHO 575	1993
United States v. David Jenkins	5	OCAHO 743	1995
United States v. Davis Nursery, Inc.	4	OCAHO 694	1994
United States v. Dodge Printing Centers, Inc.	1	OCAHO 125	1990

United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
	7	ОСАНО	933	1997
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	ОСАНО	342	1991
United States v. Ebrahim Banafsheha	3	ОСАНО	525	1993
	3	ОСАНО	525	1993
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	ОСАНО	316	1992
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	ОСАНО	360	1991
United States v. Enrique Reyes d/b/a King's Produce	4	ОСАНО	592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
	3	ОСАНО	591	1993
United States v. Felipe, Inc.	1	ОСАНО	93	1989
United States v. Four Seasons Earthworks, Inc.	10	ОСАНО	1150	2012
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Gerald Hollendorfer	1	ОСАНО	175	1990
United States v. Giamblis Enterprises	6	ОСАНО	834	1996
United States v. Giannini Landscaping, Inc.	3	ОСАНО	573	1993
United States v. Great Bend Packing Company	6	ОСАНО	835	1996

United States v. GRS, Inc. d/b/a Gasket Engineering	4	ОСАНО	627	1994
United States v. Guillermo Perales d/b/a Mexican Bakery	2	ОСАНО	315	1991
United States v. H&H Saguaro Specialists	10	ОСАНО	1147	2012
	10	ОСАНО	1147	2012
United States v. Hilario Rodriguez, Jr.	1	ОСАНО	276	1990
United States v. Honeybake Farms, Inc.	2	ОСАНО	311	1991
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	ОСАНО	756	1995
United States v. Ice Castles Daycare Too, Inc.	10	ОСАНО	1142	2011
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	ОСАНО	260	1990
	1	ОСАНО	264	1990
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	ОСАНО	195	1990
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	ОСАНО	300	1991
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	2	ОСАНО	394	1990
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	ОСАНО	478	1992
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	ОСАНО	499	1993
	3	ОСАНО	512	1993
United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection	3	ОСАНО	403	1992

United States v. Juan V. Acevedo	1	ОСАНО	95	1989
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	ОСАНО	479	1992
United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	ОСАНО	24	1988
United States v. Land Coast Insulation, Inc.	2	ОСАНО	379	1991
United States v. LeMerengo/Rumors Restaurant	1	ОСАНО	157	1990
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	ОСАНО	166	1990
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	ОСАНО	309	1991
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	ОСАНО	448	1992
United States v. Masoud Pour d/b/a La Plaza Restaurant	1	ОСАНО	164	1990
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	ОСАНО	154	1990
United States v. Minaco Fashions, Inc.	3	ОСАНО	587	1993
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	ОСАНО	1013	1998
United States v. Mourad Abu Remileh	6	ОСАНО	825	1995
United States v. Multimatic Products, Inc.	1	ОСАНО	221	1990
United States v. New China Buffet Restaurant	10	ОСАНО	1132	2010

United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Noel Plastering & Stucco, Inc.	3	ОСАНО	427	1992
	2	ОСАНО	377	1991
United States v. Orlando Diaz-Rosas	4	ОСАНО	702	1994
United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО	652	1994
United States v. Pedro Dominguez	8	ОСАНО	1000	1998
	8	ОСАНО	1000	1998
United States v. Pegasus Restaurant, Inc.	10	ОСАНО	1143	2012
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics	3	ОСАНО	559	1993
Landscape Management	3	ОСАНО	559	1993
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994
United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant	3	ОСАНО	424	1992
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures,	3	ОСАНО	583	1993
inc.	4	ОСАНО	637	1994
United States v. Ricardo Calderon, Inc.	6	ОСАНО	832	1996
	6	ОСАНО	832	1996
United States v. Richard Pizzuto Dimensions in Hair and Skin	3	ОСАНО	447	1992

United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	ОСАНО	974	1997
United States v. Riverboat Delta King, Inc.	5	ОСАНО	738	1995
United States v. Robert Griffin d/b/a Griff's Landscape	1	ОСАНО	50	1989
United States v. Robert Watson d/b/a North State Tile Company	1	ОСАНО	253	1990
United States v. Roberto C. Davila	7	ОСАНО	936	1997
	7	ОСАНО	936	1997
United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant	3	ОСАНО	435	1992
United States v. Rosario Cuevas d/b/a El Pollo Real	1	ОСАНО	273	1990
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО	958	1997
United States v. Saeed Rahimzadeh Corporation	3	ОСАНО	551	1993
United States v. Sergio Alaniz d/b/a Sagunada	1	ОСАНО	297	1991
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	ОСАНО	509	1993
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
United States v. The Body Shop	1	ОСАНО	185	1990

06/17/2021 TOPICAL INDEX

	United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar	1	ОСАНО	150	1990
	United States v. Tri-Component Product Corporation	6	OCAHO 8	853	1996
	United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO 4	449	1992
	United States v. USA Café	1	OCAHO 4	42	1989
	United States v. Williams Produce, Inc.	5	OCAHO '	730	1995
	United States v. Wood 'N Stuff	3	ОСАНО :	574	1993
CIVIL MONEY PENALTY					
No Deterrent Effect When Employer Is No Longer in	Business				
	United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014
Notice of Suspect Documents Does Not Alone Estab	lish That Employee is Unauthorized				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	Margartia Garcia Ocana v. El Dordao Sione, ELC	11	OCAHO	1244	2013
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Liberty Packaging, Inc.	11	OCAHO	1245	2015

06/17/2021 TOPICAL INDEX

	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
	United States v. Natural Environmental, Inc.	10	ОСАНО	1197	2013
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
CIVIL MONEY PENALTY					
Notices of Discrepancies or Suspect Documents Do N	ot Alone Prove Employee Is Unauthorized				
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
OCAHO ALJs May Review Penalty Assessments De	Novo				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016

United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

11 OCAHO 1221

2014

CIVIL MONEY PENALTY

OCAHO Generally Considers a Business With Fewer	r Than 100 Employees to be a Small Business			
	United States v. Visiontron Corp.	13 OCAHO) 1348	2020
OCAHO Has No Authority to Dictate Methods Other	Agency Uses to Assess Fine			
	United States v. Senox Corporation	11 OCAHO) 1219	2014
OCAHO May Examine ICE Fine de novo				
	United States v. Senox Corporation	11 OCAHO) 1219	2014
Offender's Resources Not Required Consideration In	Assessing Penalty			

United States v. Durable, Inc.

CIVIL MONEY PENALTY

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

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	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Party Seeking Consideration of Non-Statutory Facto	r Bears Burden of Proof				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
	United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014

IUPICAL INDEA			00/1//2	.021
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
CIVIL MONEY PENALTY				
Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor				
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020

Pattern or Practice

United States v. Pancho's Mexican Buffet, Inc. 4 OCAHO 632 1994

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Cawoods Produce, Inc.	12 OCAHO 1280 201
United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11 OCAHO 1218 201
United States v. Clean Sweep Janitor Service	11 OCAHO 1226 201
United States v. Crescent City Meat Company, Inc.	11 OCAHO 1223 201
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12 OCAHO 1281 201
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 202
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276 201
United States v. Golf International d/b/a Desert Canyon Golf	11 OCAHO 1222 201
United States v. Hartmann Studios, Inc.	11 OCAHO 1255 201
United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251 201
United States v. Horno MSJ, Ltd., Company	11 OCAHO 1247 201
	11 OCAHO 1247 201
United States v. Ideal Transportation Co., Inc.	12 OCAHO 1290 201
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 201
United States v. Intelli Transport Services, Inc.	13 OCAHO 1319 201
United States v. Jalisco's Bar and Grill, Inc.	11 OCAHO 1224 201
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286 201

United States v. M & D Masonry, Inc.	10	ОСАНО	1211	2014
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013
United States v. Natural Environmental, Inc.	10	ОСАНО	1197	2013
United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014
United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	ОСАНО	1194	2013
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	ОСАНО	1209	2014
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

CIVIL MONEY PENALTY

Penalties Should Deter Future Violations Without Being Unduly Punitive

United States v. Clean Sweep Janitor Service	11 OCAHO 1226 2014
United States v. Crescent City Meat Company, Inc.	11 OCAHO 1223 2014
United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251 2015
United States v. Horno MSJ, Ltd., Company	11 OCAHO 1247 2015
	11 OCAHO 1247 2015
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. Kenneth McPeek Racing Stables, Inc.	11 OCAHO 1249 2015
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243 2015

06/17/2021 TOPICAL INDEX

Penalties Should Have a	Deterrent Effect an	d Not Re Merely	a Cost of Doing Business
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Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business						
CIVIL MONEY PENALTY	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015	
Penalties Should Not Be Disproportionate to Employ	yer's Revenue					
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014	
Penalties Should Promote Future Compliance Witho	out Being Unduly Punitive					
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017	
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020	
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018	
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020	
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017	
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016	
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020	

CIVIL MONEY PENALTY

Penalty is Excessive When it is Disproportionate to the Gravity of the Offense

	United States v. M & D Masonry, Inc.	10	OCAHO 1	1211	2014
Penalty Within Statutory Range Presumed Valid Under	er Eighth Amendment Excessive Fines Clause				
	United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO 1	1242	2015
Person or Entity					
Definition					
	United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias	2	осано з	330	1991
		2	ОСАНО 3	330	1991

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

	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
	United States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО	1191	2013
CIVIL MONEY PENALTY					
Presenting Forms I-9 Is Not As Serious As Complete	e Failure to Prepare or Present Forms I-9				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
Previous Violation(s)					
	United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
		7	ОСАНО	933	1997

CIVIL MONEY PENALTY

Principal Goal Is To Enhance Probability of	f Future Compliance
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Principal Goal Is To Enhance Probability of Future C	Compliance				
	United States v. Durable, Inc.	11	ОСАНО	1229	2014
Prophylactic Purpose Best Served When Penalty Is S	Significant Enough to Prompt Change of Behavior				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Proportionality is Critical in Setting Penalties					
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
	United States v. M & D Masonry, Inc.	10	ОСАНО	1211	2014
	United States v. Metropolitan Warehouse, Inc.	10	ОСАНО	1207	2013
	United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	ОСАНО	1192	2013
	United States v. Niche, Inc.	11	ОСАНО	1250	2015

TOPICAL INDEX			06/17/2	.021
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
CIVIL MONEY PENALTY				
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016

Rate of Violations Is Not An Enumerated Factor But Can Be Considered In Assessing the Penalty

	TOPICAL INDEX			06/1//2	021
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
CIVIL MONEY PENALTY					
Reasonable					
Reasonable					
	United States v. Silverado Stages, Inc.	10	ОСАНО	1182	2013
Reasonableness Based On Record As Whole and Statu	ntory Factors in Particular				
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
	United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
	United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014
Sale of Fraudulent Documents Is A Serious Violation					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020

CIVIL MONEY PENALTY

Seriousness of Violation Depends on Degree of Deviation From Verification Requirements

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	ОСАНО	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015

United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

CIVIL MONEY PENALTY

Seriousness of Violation(s)

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10	ОСАНО	1174	2013
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	ОСАНО	1141	2011
United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
	7	ОСАНО	933	1997
United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995
United States v. Fortune East Fashion, Inc.	7	ОСАНО	992	1998
United States v. Four Seasons Earthworks, Inc.	10	ОСАНО	1150	2012
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	ОСАНО	945	1997
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Monadnock Mountain Spring Water, Inc.	10	ОСАНО	1193	2013
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Occupational Resource Management, Inc.	10	ОСАНО	1166	2013
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО	958	1997

TOTICAL INDEX			00/1	772021
United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
CIVIL MONEY PENALTY				
Should Deter Future Violations Without Being Unduly Punitive				
United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbi Suites	<i>rd</i> 11	ОСАНО	1218	2014
United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013
United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014
Size of Business				
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	ОСАНО	1141	2011
United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
	7	ОСАНО	933	1997
United States v. Four Seasons Earthworks, Inc.	10	ОСАНО	1150	2012

United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Fowler Equipment Company, Inc.	10	ОСАНО	1169	2013
United States v. Ice Castles Daycare Too, Inc.	10	ОСАНО	1142	2011
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011
United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo	10	ОСАНО	1170	2013
United States v. Modern Disposal Incorporated	10	ОСАНО	1175	2013
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Pegasus Restaurant, Inc.	10	ОСАНО	1143	2012
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	ОСАНО	974	1997
United States v. Roberto C. Davila	7	ОСАНО	936	1997
	7	ОСАНО	936	1997
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО	958	1997
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996

	United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
	United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
	United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
	United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996
	United States v. Williams Produce, Inc.	5	ОСАНО	730	1995
4:	in af Civil Danales				

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

United States v. M & D Masonry 10 OCAHO 1215 2014

Size of Business Is A Factor in Assessment of the Penalty

CIVIL MONEY PENALTY

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment

	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
CIVIL MONEY PENALTY					
Statute Does Not Prohibit Consideration of Unenum	nerated Factors				
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	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	ОСАНО	1307	2017
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
Statute Does Not Require That Equal Weight Be Gi	ven Each of the Five Statutory Factors				
	United States v. Durable, Inc.	11	ОСАНО	1231	2014

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Senox Corporation	11	ОСАНО	1219	2014

CIVIL MONEY PENALTY

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. Cawoods Produce, Inc.	12 OCAHO 1280 2016
United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239 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. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276 2016
United States v. Golden Employment Group, Inc.	12 OCAHO 1277 2016

United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

CIVIL MONEY PENALTY

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

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. Crescent City Meat Company, Inc.	11 OCAHO 1223	2014

TOPICAL INDEX				06/1//2	:021
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
CIVIL MONEY PENALTY					
Statute Does Not Rule Out Consideration of Unenum	nerated Factors				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation					
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016

	United States v. Red Lobster	4	ОСАНО	631	1994
	United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996
CIVIL MONEY PENALTY					
Statutory Fine Factors Only for Paperwork Violation	ns Not Knowing Hire or Continuing to Employ				
	United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
Summary Decision					
	United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	ОСАНО	1013	1998
	United States v. New China Buffet Restaurant	10	ОСАНО	1132	2010

Supported by Record								
	United States v. Silverado Stages, Inc.	10	ОСАНО	1182	2013			
CIVIL MONEY PENALTY								
Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers								
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017			
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016			
Temporal Gap Between Current and Previous Violat	ions is Irrelevant to Fine Enhancement							
	United States v. Durable, Inc.	11	ОСАНО	1229	2014			
Termination of Employees Does Not Sufficiently Es	tablish the Presence of Unauthorized Aliens							
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017			

CIVIL MONEY PENALTY

There Is No Sole Permissible Method for Calculating Penalties

United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird	11	ОСАНО	1218	2014
Suites				
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016

Under Section 1324c, ALJ Must Impose a Penalty for Each Document for Which a Violation is Found

CIVIL MONEY PENALTY	United States v. Alma Delia Rubio-Reyes	14 OCAHO 1349a	2020					
CIVIE MONET FENALLT								
Under Section 1324c, Government's Requested Penalty May Be Adopted If It Is Reasonable								
	United States v. Alma Delia Rubio-Reyes	14 OCAHO 1349a	2020					
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum								
	United States v. Durable, Inc.	11 OCAHO 1231	2014					
Violations Evaluated on a Continuum Because Not All Violations are Equally Serious								
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11 OCAHO 1218	2014					
	United States v. Golf International d/b/a Desert Canyon Golf	11 OCAHO 1222	2014					

Weight of Each Statutory Factor Depends on Facts of Each Case

United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

CIVIL MONEY PENALTY

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

United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014

United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003
Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	156	1990
Joan A. Lardy v. United Airlines, Inc.	6	ОСАНО	843	1996
Jose E. Birisno Briceno-Briceno v. Farmco Farms	4	ОСАНО	629	1994
Martha Navarro Mata v. Bear Creek Production Company	1	ОСАНО	220	1990
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996
United States v. Felipe De Leon-Valenzuela	6	ОСАНО	866	1996
	6	ОСАНО	866	1996

United States v. Zabala Vineyards

6 OCAHO 830

1995

CLASS ACTION

Generally

	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003
	Martha Navarro Mata v. Bear Creek Production Company	1	ОСАНО	220	1990
	United States v. Agripac, Inc.	8	ОСАНО	1012	1998
COLLATERAL ESTOPPEL					
Collateral Estoppel Applies Only Where Same Issue	is Involved in Both Prior & Present Proceeding				
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Collateral Estoppel is Inapplicable to Issues Not Adju	udicated on Merits				
	United States v. Split Rail Fence Company, Inc.	11	ОСАНО	1216	2015
		11	ОСАНО	1216	2014

Doesn't Apply If Issue is Different Than In Earlier Case

	United States v. Split Rail Fence Company, Inc.		ОСАНО ОСАНО		2015 2014
COLLATERAL ESTOPPEL		11	Cernic	1210	2011
Effect of Prior Guilty Plea					
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
Generally					
	Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
	United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003

Inapplicable to IRCA Proceeding Initiated After Earlier Criminal Charges Had Been Dismissed						
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021	
COLLATERAL ESTOPPEL						
Notification						
	Seidou Diarrassouba v. Medallion Financial Corporation	9	ОСАНО	1076	2001	
Requirements for Applying Doctrine of Collateral Estoppel						
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020	
COMPLAINT						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020	

A Complaint That Does Not Contain Factual Allegations Does Not State a Claim						
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020	
COMPLAINT						
After An Answer Has Been Filed, Complainant Must Request Leave to Amend the Complaint						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020	
	United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020	
ALJ May Dismiss Complaint Without Prejudice Who	en Service of Complaint Cannot Be Effectuated					
	Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020	
Allegations Not Plead in Complaint Not Considered						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	

COMPLAINT

Amended

Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
	13	ОСАНО	1332	2019
United States v. Agripac, Inc.	8	ОСАНО	1028	1999
United States v. Nicolas Tinoco-Medina	5	ОСАНО	806	1995
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020

Amended Complaint

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020

TOPICAL INDEX	06/17/2021
---------------	------------

TOPICAL INDEX			06/1	17/2021
United States v. La Parisienne Bakery, LLC	15	ОСАНО	1390	2021
COMPLAINT				
Complainant Must File Amended Complaint with Motion for Leave to Amend the Complaint				
United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b				
Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Complaint Must Contain Clear and Concise Statement of Facts for Each Alleged Violation				
United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
United States v. R & SL Inc., d/b/a Total Employment and Management (TE	<i>(AM)</i> 13	ОСАНО	1333	2020

COMPLAINT

Deemed Filed on Date Actually Received by OCAHO						
	Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1188	2013	
Document Fraud						
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020	
Documents Attached to Complaint Considered Part of	f Complaint					
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020	
	Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019	
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021	

Failure to State With Specificity Basis of Allegations in Complaint

Tantare to State With Specificity Basis of Amegations	, in Complaint				
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
COMPLAINT					
Generally					
	Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
	Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
	United States v. Columbia Sportswear Manufacturers, Inc.	5	ОСАНО	808	1995
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
In Assessing Validity of Complaint, Only Reasonable	e Inferences Drawn in Complainant's Favor				
	Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC	12	ОСАНО	1302	2017
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016

	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016				
COMPLAINT									
In Assessing Validity, Legal Conclusions Couched as Factual Allegations Need Not Be Accepted									
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016				
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016				
		12	ОСАНО	1272	2016				
Jurisdiction									
	Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019				
	Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997				
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996				
	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994				
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021				
	Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020				

10110112112211				
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
	13	ОСАНО	1332	2019
United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020

COMPLAINT

Leave To Amend

Leave To Amend Complaint

COMPLAINT

Leave to Amend Generally Granted in Absence of Undue Delay, Bad Faith, Prejudice, or Futility

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020

Leave to Amend Granted When Original Complaint Put Respondent on Notice of Allegations

United States v. FRC Balance, LLC d/b/a True Food Kitchen	14 OCAHO 1366	2020
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Leave To Amend Not Freely Granted Where Proposed Amendment Would Not Survive Motion to Dismiss

Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016

Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016
Symoot Kill		ОСАНО	1272	2016
United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018

COMPLAINT

Leave to Amend the Complaint May Be Denied If The Amendment Would Be Futile

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

OCAHO Does Not Demand the "Plausibility" Pleading Standard Required in Federal Courts

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332g 2020

United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM) 13 OCAHO 1333 2020

OCAHO Does Not Require Complainants to Present Evidence at the Pleading Stage

	United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM) 13 OCAHO 1333	2020
COMPLAINT		
Party May Amend Complaint Once As A Matter of	Course Before A Responsive Pleading Is Served	

United States v. La Parisienne Bakery, LLC 15 OCAHO 1390 2021

Party/Parties

Hernandez v. Farley Candy Company	5	ОСАНО	810	1995
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
United States v. Auburn University	4	ОСАНО	646	1994
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
United States v. Zabala Vineyards	6	ОСАНО	830	1995

Party/Parties To A Complaint Under Section 1324b					
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
		13	ОСАНО	1332	2019
COMPLAINT					
Pleading Standard in OCAHO Cases					
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
	United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020

Prehearing Statement Is Not an Opportunity to Assert New Claims

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e

2021

Prehearing Statement May Not Be Used to Amend a Compl	laint
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Treneuring Statement May 1 vot Be Osea to Timena a Complaint				
	azon WebServices, Inc.	4 OCAHO	1381e	2021
COMPLAINT				
Pro Se Complaints May Be Construed Liberally				
Alex J. Mo	ntalvo v. Kering Americas, Inc.	4 OCAHO	1350	2020
Section 1324b Complaint Must Contain Factual Allegations That	Give Rise to Inference of Discrimination			
Alex J. Mo	ntalvo v. Kering Americas, Inc.	4 OCAHO	1350	2020
Bienvenido	Antonio Thompson v. Sanchez Auto Services, LLC	2 OCAHO	1302	2017
Steven Bro	wn, et al. v. Pilgrims Pride Corporation	4 OCAHO	1379	2020
Terri Ann .	Jablonski v. Kelly Legal Services, et al.	2 OCAHO	1282	2016
	2 OCAHO	1272	2016	
Symbol RE		2 OCAHO	1272	2016

COMPLAINT

Section 1324b Complaints Do Not Need to Specifig	the Legal Theory for Which Relief is Being Sought				
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Unnamed or Fictitiously-named Respondent					
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
		14	ОСАНО	1368a	2020
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Unsupported Factual Allegations Made Only in the	Complaint are Not Evidence				
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020

4 OCAHO 649

1994

COMPLAINT

Untimely Filing					
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
	Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
	United States v. Agripac, Inc.	8	ОСАНО	1028	1999
	United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	984	1998
When Considering Motion to Dismiss, Court Limits A	Analysis to the Four Corners of the Complaint				
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
CONSTITUTIONAL LAW					
Affirmative Defense(s)					

United States v. David Jenkins

CONSTITUTIONAL LAW

Attorney Fees				
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO 600	1994
Attorney-Client Privilege				
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 643	1994
Civil Penalties				
	United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	ОСАНО 637	1994
Discovery				
	Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO 883	1996

CONSTITUTIONAL LAW

Disparate Treatment

Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	994
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705 19	994
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660 19	994
Double Jeopardy				
United States v. Alberto Noriega-Perez	6	ОСАНО	859 19	996
United States v. Pedro Dominguez	6	ОСАНО	876 19	996
	6	ОСАНО	876	996
	6	ОСАНО	876	996
	6	ОСАНО	0777	996

Due Process

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

CONSTITUTIONAL LAW

Eighth Amendment

United States v. Pedro Dominguez 6 OCAHO 878 1996

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

CONSTITUTIONAL LAW

Eleventh Amendment

Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
Howard Eugene McNier v. San Francisco State University College of Business	8	ОСАНО	1030	1999
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	ОСАНО	1022	1999
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Paul C. Iwuchukwu v. City of Grand Prairie	6	ОСАНО	915	1997
	6	ОСАНО	915	1997
	6	ОСАНО	869	1996

	United States v. David Jenkins	5	OCAHO 743	1995
CONSTITUTIONAL LAW				
Fifth Amendment				
	United States v. David Jenkins	4	OCAHO 649	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
Fourth Amendment				
	United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	OCAHO 845	1996
	United States v. Israel Velasquez-Tabir	6	OCAHO 872	1996
	United States v. Julio Carpio-Lingan	6	OCAHO 871	1996

Generally

James D. Westendorf v. Brown & Root, Inc.	3	OCAHO 477	1992
United States v. Alberto Noriega-Perez	6	OCAHO 859	1996
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO 784	1995
United States v. Big Bear Market	1	OCAHO 48	1989
United States v. Interdynamics, Inc.	3	OCAHO 433	1992
United States v. Land Coast Insulation, Inc.	2	OCAHO 379	1991
United States v. Law Offices of Manulkin, Glaser & Bennett	1	OCAHO 100	1989
United States v. Mr. Z Enterprise	1	OCAHO 288	1991
United States v. Multimatic Products, Inc.	1	OCAHO 221	1990
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO 463	1992
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO 396	1991
United States v. Oscar Eduardo Villatoro-Guzman	3	OCAHO 540	1993
United States v. Rudy Rodriguez d/b/a Rock Pest Control	1	OCAHO 158	1990
United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash	1	OCAHO 98	1989
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO 429	1992

	IUPICAL INDEX			00/1//2	.021
	United States v. Spring & Soon Fashion, Inc.	7	ОСАНО	982	1997
CONSTITUTIONAL LAW					
Jury Trial					
,					
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	623	1994
Miranda-type Warnings					
	United States v. Cristina Galeas	5	ОСАНО	790	1995
	United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
Notification					
	United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	ОСАНО	72	1989
	United States v. Italy Department Store, Inc.	6	ОСАНО	847	1996

	TOTICAL INDEA			00/1//2	021
	United States v. Koamerican Trading Corporation	1	ОСАНО	63	1989
		1	ОСАНО	63	1989
	United States v. Land Coast Insulation, Inc.	2	ОСАНО	379	1991
CONSTITUTIONAL LAW					
Penalties					
	United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
Privacy					
Tilvacy					
	Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	883	1996
Respondent Could Not Show It Was Similarly Situate	Respondent Could Not Show It Was Similarly Situated to Other Business to Sustain Equal Protection				
	United States v. M & D Masonry	10	ОСАНО	1215	2014

06/17/2021 TOPICAL INDEX

14 OCAHO 1381c

2021

CONSTITUTIONAL LAW

Right	to	Counsel

Right to Counsel					
	Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc. United States v. Shirley Fuimoto, Hawaii Government Employees Association		ОСАНО		1997 1997
Search and Seizure					
	United States v. David Jenkins	5	ОСАНО	743	1995
		4	ОСАНО	649	1994
	United States v. Kuo Liu	1	ОСАНО	235	1990
	United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	ОСАНО	463	1992
Seventh Amendment					

A.S. v. Amazon Web Services, Inc.

CONSTITUTIONAL LAW

Seventh Amendment Inapplicable to OCAHO Proceedings					
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021
Sixth Amendment					
	United States v. Cristina Galeas	5	ОСАНО	790	1995
	United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
	United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
CONSTRUCTIVE KNOWLEDGE					
Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence					
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016

11 OCAHO 1266

2016

Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed				
	United States v. Foothill Packing, Inc.	11	ОСАНО 1240	2015
CONSTRUCTIVE KNOWLEDGE				
Employer Must Take Adequate Steps to Verify Eligi	bility Where Specific Information Casts Doubt United States v. Foothill Packing, Inc.	11	ОСАНО 1240	2015
Employer Not Entitled to Cultivate Deliberate Ignora	ance or Avoid Acquiring Knowledge			
	United States v. Foothill Packing, Inc.	11	OCAHO 1240	2015
	United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO 1278	2016

United States v. SKZ Harvesting, Inc.

Expired Authorization Document Sufficient To Put Employer on Notice of Unauthorized Status

TOPICAL INDEX			06/17/20	021
United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
CONSTRUCTIVE KNOWLEDGE				
Failure to Prepare I-9 Form Alone Insufficient to Find Constructive Knowledge				
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
CONTINUING EMPLOYMENT				
Interruptions and Absences				
United States v. Anodizing Industries, Inc.	10	ОСАНО	1184	2013
Reasonable Expectation				
United States v. Anodizing Industries, Inc.	10	ОСАНО	1184	2013

CONTINUING VIOLATIONS(S)

Continued Emplo	yment of Known	Unauthorized	Individuals is a	Continuing Violation
-----------------	----------------	--------------	------------------	----------------------

	United States v. Split Rail Fence Company, Inc.	11	OCAHO 1	216	2015
		11	OCAHO 1	216	2014
CONTINUING VIOLATIONS(S)					
Continuing Violation for Knowing Hire Exists For A	As Long as the Individual Remains Employed				

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 2015

11 OCAHO 1216 2014

Generally

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

Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires

	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
CORPORATE VEIL					
Generally					
	United States v. Continental Sports Corporation	5	ОСАНО	780	1995
	United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	ОСАНО	583	1993
Inability To Collect From Insolvent Party Alone Not	Sufficient to Pierce Corporate Veil				
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
Liability					
	Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	639	1994

CORPORATE VEIL

Piercing Corporate Veil Decision Must Consider Fraud, Injustice, and Evasion of Legal Obligation

United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015

Piercing Corporate Veil Is A Tool Used Only in Extreme Circumstances

United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015

Piercing Corporate Veil Unjustified in Absence of Demonstrated Misuse of Corporate Form

United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015

COUNTERCLAIMS

Generally

Ahmad S. Elhajomar v. City and County of Honolulu	1	OCAHO 246	1990
United States v. Great Earth Companies, Inc.	9	OCAHO 1070	2001

DAMAGES

Duty to Mitigate Damages Under Section 1324b

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Evidence of Other Employment Is Relevant to Back Pay Determination

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Generally

	06/1//2021				
	United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	ОСАНО	486	1993
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
	United States v. Zabala Vineyards	6	ОСАНО	844	1996
		6	ОСАНО	844	1996
DAMAGES					
Party Seeking Damages Under Section 1324b Must Pr	rovide a Computation or Quantification of Damages				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
DEFAULT					
ALJ May Not Issue a Default Judgment If the Court L	acks Subject Matter Jurisdiction Over Claims				
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353a	2020
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020

14 OCAHO 1368a

2020

ALJ May Set Aside An Entry of Default For Good Cause

Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020
United States v. Carlos Sanchez	13	ОСАНО	1331	2019
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2019
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
United States v. Treescapes, Inc.	15	ОСАНО	1389	2021

DEFAULT

Answer

United States v. Lazy Days South, Inc. 13 OCAHO 1322 2019

DEFAULT

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

United States v.	Quickstuff, L.	LC, Its Member	· Maria C	Castillo,	and A&C	Staffing,	11	OCAHO	1265	2015	j
LLC											

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

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

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

M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

DEFAULT

Court Considers Three Factors When Considering Setting Aside an Entry of Default

Prakash Sinha v. INFOSYS	14 OCAHO 1373a	2020
	14 OCAHO 1373a	2020
Sutatip Uthai Woods v. Philips North America, LLC	14 OCAHO 1371	2020
United States v. Advanced Digital Solutions International, Inc.	14 OCAHO 1383	2020
United States v. Carlos Sanchez	13 OCAHO 1331	2019
United States v. Jesus Jose Torres	13 OCAHO 1347	2020

Court Has Broad Discretion When Party Seeks to Set Aside an Entry of Default Rather Than Default Judgment

United States v. Jesus Jose Torres 13 OCAHO 1347 2020

Court Has Broad Discretion When Party Seeks to Set Aside Default Rather Than Default Judgment

06/17/2021 TOPICAL INDEX

TOTICAL INDLA			00/17/2	.021
Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
DEFAULT				
Default for Failure to File an Answer Must Be Excused Before Party is Permitted to Answer				
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
Default Judgment Should Not Be Granted Merely Because Respondent Failed to Meet Time Requirement				
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021

14 OCAHO 1371

2020

Sutatip Uthai Woods v. Philips North America, LLC

TOPICAL INDEX		06/17/2021
United States v. Jesus Jose Torres	13 OCAHO 1	347 2020
United States v. Treescapes, Inc.	15 OCAHO 1	389 2021
	15 OCAHO 1.	389 2021
DEFAULT		
Defaulting Party Does Not Need to Establish Defenses Conclusively in Order to Set Aside Default		
Prakash Sinha v. INFOSYS	14 OCAHO 1	373a 2020
Sutatip Uthai Woods v. Philips North America, LLC	14 OCAHO 1	371 2020
United States v. Carlos Sanchez	13 OCAHO 1	331 2019
United States v. Jesus Jose Torres	13 OCAHO 1	347 2020

No Showing That Setting Aside Entry of Default Would Prejudice Complainant

Prakash Sinha v. INFOSYS	14 OCAHO 1373a 2020
Sutatip Uthai Woods v. Philips North America, LLC	14 OCAHO 1371 2020
United States v. Advanced Digital Solutions International, Inc.	14 OCAHO 1383 2020

TOPICAL INDEX			00/1//2	.021
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
DEFAULT				
Party That Fails to Timely Answer a Complaint is in Default				
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
Setting Aside Order				
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2019

DEFAULT JUDGMENT(S)

ALJ May Not Issue a Default Judgment If the Court Lacks Subject Matter Jurisdiction Over Claims

Jayaben Patel v. USCIS Boston	14 OCAHO 1353 2020
	14 OCAHO 1353a 2020
Prakash Sinha v. Infosys	14 OCAHO 1373 2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14 OCAHO 1365 2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14 OCAHO 1368 2020

DEFAULT JUDGMENT(S)

Answer

United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO 852	1996
United States v. Abel Galvez-Malgarejo	4	OCAHO 684	1994
United States v. Ambrocio Morales-Guzman	5	OCAHO 787	1995
United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	OCAHO 719	1994
United States v. Chuy's Paint & Body Shop	1	OCAHO 8	1988
United States v. Columbia Sportswear Manufacturers, Inc.	5	OCAHO 808	1995
United States v. Continental Forestry Service	6	OCAHO 836	1996
United States v. Continental Sports Corporation	4	OCAHO 640	1994

	TOTICAL INDEX			00/1//2	2021
	United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	ОСАНО	789	1995
	United States v. Green Plaza, Inc.	4	ОСАНО	618	1994
	United States v. Midtown Fashion, Inc.	4	ОСАНО	665	1994
	United States v. U.S. Style, Inc.	6	ОСАНО	827	1995
DEFAULT JUDGMENT(S)					
Court Has Broad Discretion When Party Seeks to Se	et Aside Default Rather Than Default Judgment				
	Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
	Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
	United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
	United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
	United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
Default Judgment May Be Set Aside If Default Base	ed on Mistake, Inadvertence or Excusable Neglect				

11 OCAHO 1248

2015

United States v. Vilardo Vineyards

DEFAULT JUDGMENT(S)

Default Judgment Should Not Be Granted Merely Because Respondent Failed to Meet Time Requirement

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020

Default Judgments Are Not Favored in this Forum

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
United States v. Carlos Sanchez	13	ОСАНО	1331	2019

	IOPICAL INDEX			00/1//2	021
	United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2019
	United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
	United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
DEFAULT JUDGMENT(S)					
Dismissal					
	LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
	Sanford J. Strauss v. Rite Aid Corporation	4	ОСАНО	721	1994
Equitable Tolling					
	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	ОСАНО	711	1994

Failure to File a Timely Answer May Result in Entry of Default Judgment

06/17/2021 TOPICAL INDEX

	IOPICAL INDEX			00/1//20	021
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	United States of America v. Danielle Messineo	14	ОСАНО	1367	2020
	United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2019
DEFAULT JUDGMENT(S)					
Final Order of Dismissal Based on Abandonment Ana	alogous to Entry of Default Judgment				
	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020
	United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
	United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
Generally					

3 OCAHO 506

1993

Bassey J. Udofot v. 88 Vapor Technologies

Generally

Coraizaca v. Yesterday's Restaurant	2	OCAHO 304	1991
D'Amico v. Erie Community College	7	OCAHO 927	1997
Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche	1	OCAHO 258	1990
Frank Farzin Nickman v. Mesa Air Group	9	OCAHO 1106	2004
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 136	1990
	1	OCAHO 156	1990
Jairo Diaz v. Canteen Corporation	2	ОСАНО 332	1991
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO 322	1991
Ronald C. Wilson v. Harrisburg School District	6	OCAHO 919	1997
Stephen A. Lewis v. Ogden Services	2	OCAHO 375	1991
Thereza A. Freeman v. Mexico Studio Owners	1	ОСАНО 291	1991
Troncoso v. Ferlin Service Industries	1	OCAHO 110	1989
Tyrone Robinson v. New York State Family Court	5	OCAHO 814	1995
United States v. Abel Galvez-Malgarejo	4	OCAHO 684	1994
United States v. Ambrocio Morales-Guzman	5	OCAHO 787	1995
United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	OCAHO 462	1992
	3	OCAHO 454	1992

United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions	2	OCAHO 35	5 1991
United States v. Carlos Antonio Aquino	5	OCAHO 81	8 1995
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO 45	3 1992
United States v. Casa Lupe	1	OCAHO 31	1988
	1	OCAHO 31	1988
United States v. Claude H. Linkous & Martin Riley d/b/a CM Health Services	3	OCAHO 43	6 1992
United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited	1	OCAHO 23	1988
	1	OCAHO 21	1988
United States v. Continental Forestry Service	6	OCAHO 83	6 1996
United States v. DAR Distributing, Inc. d/b/a DAR Cabinets	1	OCAHO 60	1989
United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	OCAHO 78	9 1995
United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	OCAHO 81	1989
United States v. Diamond Construction, Inc.	3	OCAHO 45	1 1992
United States v. Dubois Farms, Inc.	1	OCAHO 22	5 1990
United States v. Dynasty 21 Car Wash, Inc.	1	OCAHO 28	2 1990
United States v. Edith Fine	1	OCAHO 11	6 1989
United States v. Educational Employment Enterprise	1	OCAHO 25	7 1990

United States v. Educational Employment Enterprise	1	ОСАНО	283	1991
United States v. El Mexicano Taco Shop	1	ОСАНО	59	1989
United States v. Elena Finishing, Inc.	1	ОСАНО	132	1990
United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge	1	ОСАНО	20	1988
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	ОСАНО	446	1992
United States v. Florencio Govea	1	ОСАНО	40	1989
United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market	1	ОСАНО	61	1989
United States v. Guillermo Perales d/b/a Mexican Bakery	2	ОСАНО	315	1991
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	ОСАНО	72	1989
United States v. Hardeep Singh	3	ОСАНО	520	1993
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	681	1994
United States v. Hotel Valet, Inc. d/b/a New York Valet	6	ОСАНО	849	1996
United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants	1	ОСАНО	131	1990
United States v. Irma Hernandez	8	ОСАНО	1043	2000
United States v. Jabil Circuit, Inc.	10	ОСАНО	1146	2012
United States v. Jackson Associates, Engineering Consultants	1	ОСАНО	84	1989
United States v. John Morales d/b/a Riverside Insulation	1	ОСАНО	197	1990

United States v. K & M Fashions, Inc.	3	OCAHO 4	411	1992
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO 4	479	1992
United States v. Koamerican Trading Corporation	1	OCAHO S	90	1989
United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company	1	ОСАНО	114	1989
United States v. Lea's Party Rentals, Inc.	1	ОСАНО	111	1989
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO 4	45	1989
United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway	3	OCAHO 4	485	1993
United States v. Minaco Fashions, Inc.	3	ОСАНО :	534	1993
United States v. Mireya Pedraza-Guzman	5	OCAHO '	792	1995
United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO 4	486	1993
	3	OCAHO 4	473	1992
United States v. Moses Sportswear, Inc.	6	ОСАНО	841	1996
United States v. Mr. Pablo Saucedo	1	OCAHO 4	41	1989
United States v. Nogales Body Shop & Trailer Repair	1	ОСАНО :	30	1988
United States v. Nu Line Fashions, Inc.	1	ОСАНО	147	1990
United States v. Patricio Torres, Individually and d/b/a Superior Roof Services	1	OCAHO	75	1989
United States v. Peter P. Kelley	1	ОСАНО :	39	1989

United States v. Prime Landscape Management, Inc.	1	ОСАНО	204	1990
United States v. Raul Ramirez d/b/a Solymar Fashion	1	ОСАНО	168	1990
United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge	1	ОСАНО	211	1990
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	201	1990
	1	ОСАНО	163	1990
United States v. Rodeo Night Club	5	ОСАНО	812	1995
United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company	1	ОСАНО	37	1988
United States v. South Bay Auto Detail	1	ОСАНО	68	1989
United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.	5	ОСАНО	749	1995
United States v. Tenampa Ballroom	1	ОСАНО	34	1988
	1	ОСАНО	34	1988
United States v. Tiki Pools, Inc. d/b/a California Pools and Spa	1	ОСАНО	76	1989
United States v. Twiggy's Garden Center, Inc. d/b/a Westchester Site Design	2	ОСАНО	301	1991
United States v. United Pottery Manufacturing & Accessories, Inc.	1	ОСАНО	57	1989
United States v. Westco Ground Maintenance Company, Inc.	1	ОСАНО	43	1989
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	ОСАНО	634	1994
United States v. William L. Garcia d/b/a La Buena, Inc.	7	ОСАНО	950	1997

United States v. Zeferino Castillo, Individually	3	OCAHO 505	1993
United States v. Zoeb Enterprises, Inc. d/b/a Papa Sam's Deli d/b/a Papaya Paradise	2	OCAHO 356	1991
Werline v. Public Service Electric & Gas Company	7	OCAHO 935	1997

Judgments By Default Are Generally Disfavored

DEFAULT JUDGMENT(S)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020
United States v. Ferrantino Fuel Corp.	13	ОСАНО	1335	2020
United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
United States v. Vilardo Vineyards	11	ОСАНО	1248	2015

8 OCAHO 1007

1998

	10116/12 11 (DE/1			
Persons Protected DEFAULT JUDGMENT(S)	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	OCAHO 711	1994
Pro Se	United States v. Alliance Construction, Inc.	7	ОСАНО 983	1998
Relief From Final Order of Dismissal My Be Grante	d If Party Is Blameless for the Default United States v. Vilardo Vineyards	11	ОСАНО 1248	2015
Setting Aside Order	Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie	8	ОСАНО 1007	1998

Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie

TOPICAL INDEX				00/17/2021		
	Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie	8	ОСАНО	1007	1998	
	United States v. Jesus Jose Torres	13	ОСАНО	1347	2020	
	United States v. Monica Zapata-Cosio	4	ОСАНО	685	1994	
DEFAULT JUDGMENT(S)						
Statute of Limitations DEFENSE(S) Acting Lawfully Under a Law	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	ОСАНО	711	1994	
	Ahmad S. Elhajomar v. City and County of Honolulu	1	ОСАНО 2		1990	
	Audrey Murtano v. C. R. England, Inc.	9	ОСАНО		2005	
	United States v. Zabala Vineyards	6	OCAHO :	830	1995	

Acting Lawfully Under a Regulation

Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО	607	1994
Audrey Murtano v. C. R. England, Inc.	9	ОСАНО	1116	2005
Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
Irma Leticia Sosa v. United States Postal Service	1	ОСАНО	115	1989
Olimpia Tovar v. United States Postal Service	1	ОСАНО	269	1990
United States v. Southwest Marine Corporation, a California Corporation	3	ОСАНО	429	1992
United States v. Onion River Sports, Inc.	4	ОСАНО	673	1994
Albert Gimein v. Department of Defense & Grumman Aerospace Corporation	3	ОСАНО	503	1993
Audrey Murtano v. C. R. England, Inc.	9	ОСАНО	1116	2005
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994

DEFENSE(S)

Affirmation(s)

Affirmative Defense(s)

Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	ОСАНО	550	1993
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
United States v. A & A Maintenance Enterprise, Inc.	6	ОСАНО	852	1996
United States v. Aid Maintenance Company, Inc.	6	ОСАНО	893	1996
United States v. Alberta Sosa, Inc.	4	ОСАНО	720	1994
	5	ОСАНО	739	1995
United States v. Alvand, Inc. d/b/a 410 Diner	1	ОСАНО	296	1991
United States v. Alvand, Inc. d/b/a 410 Diner	2	ОСАНО	352	1991
	2	ОСАНО	352	1991
United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
United States v. Applied Computer Technology	2	ОСАНО	306	1991
United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
United States v. Barnett Taylor, LLC, d/b/a Burger King	10	ОСАНО	1155	2012
United States v. Boah Fashion, Corporation	1	ОСАНО	281	1990
United States v. Broadway Tire, Inc.	1	ОСАНО	226	1990
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	ОСАНО	151	1990

United States v. Central Nebraska Packing, Inc.	4	OCAHO 71	4 1994
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO 72	23 1995
United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO 42	23 1992
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO 60	1994
United States v. Christie Automotive Products	2	OCAHO 36	51 1991
United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall	2	OCAHO 35	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO 12	1990
United States v. David Jenkins	5	OCAHO 74	1995
	4	OCAHO 64	1994
United States v. David Segura-Sataray	4	OCAHO 70	1994
United States v. Davis Nursery, Inc.	4	OCAHO 69	1994
United States v. Diamond Construction, Inc.	3	OCAHO 45	1992
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 10	95 2003
United States v. Dolly Boman Irani	6	OCAHO 86	50 1996
United States v. Dubois Farms, Inc.	1	OCAHO 24	1990
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO 38	37 1991
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO 59	1994

United States v. Exim, Inc. and Jaime Monardes, Individually	3	ОСАНО	591	1993
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1072	2001
United States v. Felipe De Leon-Valenzuela	6	ОСАНО	866	1996
	6	ОСАНО	899	1996
	6	ОСАНО	866	1996
United States v. Gerald Hollendorfer	1	ОСАНО	175	1990
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	ОСАНО	321	1991
United States v. Gregorio Alabada Makilan	4	ОСАНО	610	1994
United States v. Harris Ranch Beef Company	2	ОСАНО	338	1991
	2	ОСАНО	333	1991
	2	ОСАНО	331	1991
United States v. Hilario Rodriguez, Jr.	1	ОСАНО	276	1990
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
United States v. Interdynamics, Inc.	3	ОСАНО	433	1992
United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	ОСАНО	298	1991

United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	ОСАНО	260	1990
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	1	ОСАНО	218	1990
United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
United States v. Kaday Musu Thoronka	5	ОСАНО	772	1995
	5	ОСАНО	772	1995
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	212	1990
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	1 2	ОСАНО	309	1991
United States v. MAC Specialties Ltd.	6	ОСАНО	920	1997
United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995
United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
United States v. Martina Limon-Perez	5	ОСАНО	796	1995
United States v. Mourad Abu Remileh	4	ОСАНО	706	1994
United States v. Mourad Abu Remileh	5	ОСАНО	724	1995
	5	ОСАНО	724	1995
United States v. Multimatic Products, Inc.	1	ОСАНО	221	1990

United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	ОСАНО	463	1992
United States v. Noel Plastering & Stucco, Inc.	3	ОСАНО	427	1992
	2	ОСАНО	396	1991
United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994
United States v. Oscar Eduardo Villatoro-Guzman	3	ОСАНО	540	1993
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1040	2000
	8	ОСАНО	1040	2000
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	ОСАНО	541	1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	337	1991
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	ОСАНО	583	1993
United States v. Robert Watson d/b/a North State Tile Company	1	ОСАНО	253	1990
United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash	1	ОСАНО	98	1989
United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn	3	ОСАНО	584	1993
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО	563	1993
invesugations	3	ОСАНО	533	1993
United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.	2	ОСАНО	346	1991

	United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar	1	OCAHO 150	1990
	United States v. Tuttle's Design Build, Inc.	2	OCAHO 370	1991
	United States v. U.S. Style, Inc.	5	OCAHO 793	1995
	United States v. William and Maria Sievert	1	OCAHO 294	1991
	United States v. Williams Produce, Inc.	4	OCAHO 671	1994
	United States v. WSC Plumbing, Inc.	9	OCAHO 1062	2000
	United States v. Zip City Partner, L.P. d/b/a Zip City Brewing	7	OCAHO 965	1997
DEFENSE(S)				
After-Acquired Information				
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO 624	1994
Citizen v. Non-Citizen Only Where Equally Qualified	d			
Prejudice	United States v. Mesa Airlines	1	OCAHO 74	1989
	Onneu Siules V. Mesu Alrunes	1		
		I	OCAHO 74	1989

DEFENSE(S)

Civil Money Penalty

Collateral Estoppel

United States v. Alberta Sosa, Inc.	6	OCAHO 831	1996
United States v. Burns and Intra-Continental Enterprises	5	OCAHO 759	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO 608	1994
United States v. Great Bend Packing Company	6	OCAHO 835	1996
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO 756	1995
United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО 1376	2020
United States v. Alberto Noriega-Perez	6	OCAHO 859	1996

4 OCAHO 655

1994

United States v. Armando Alvarez-Suarez

DEFENSE(S)

Compliance with Employer Sanctions				
	United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003
	United States v. Marcel Watch Corporation	1	OCAHO 143	1990
	United States v. Robison Fruit Ranch, Inc.	6	OCAHO 855	1996
Constitutional Rights				
	United States v. Martin Palominos-Talavera	6	OCAHO 896	1996
	United States v. Spring & Soon Fashion, Inc.	7	OCAHO 982	1997
Contractor				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO 945	1997

TOPICAL INDEX			06/17/2	2021			
Victor B. Palma v. Alufase USA, LLC	10	ОСАНО	1213	2014			
Contractor Determination Not Based Solely on Employer Classification							
Victor B. Palma v. Alufase USA, LLC	10	ОСАНО	1213	2014			
ll Inquiries							
Victor B. Palma v. Alufase USA, LLC	10	ОСАНО	1213	2014			
United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО	397	1991			
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	ОСАНО	409	1992			
	Victor B. Palma v. Alufase USA, LLC victor B. Palma v. Alufase USA, LLC Il Inquiries Victor B. Palma v. Alufase USA, LLC United States v. ABC Roofing & Waterproofing, Inc.	Victor B. Palma v. Alufase USA, LLC 10 Victor B. Palma v. Alufase USA, LLC 10 Inquiries Victor B. Palma v. Alufase USA, LLC 10 United States v. ABC Roofing & Waterproofing, Inc. 2	Victor B. Palma v. Alufase USA, LLC 10 OCAHO Victor B. Palma v. Alufase USA, LLC 10 OCAHO Il Inquiries Victor B. Palma v. Alufase USA, LLC 10 OCAHO United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO	Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 Description Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 Inquiries Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO 397			

Corporation(s)				
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO 1135	2010
	United States v. Burns and Intra-Continental Enterprises	5	ОСАНО 759	1995
	United States v. Robert Marnul d/b/a Lamont Street Grill	3	OCAHO 441	1992
	United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	OCAHO 138	1990
	United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO 409	1992
DEFENSE(S)				
Detrimental Reliance				
	United States v. Irvin Industries, Inc.	1	OCAHO 139	1990
	United States v. Sunshine Building Maintenance, Inc.	7	OCAHO 997	1998
Double Jeopardy				
	United States v. Alberto Noriega-Perez	6	OCAHO 859	1996
	United States v. Armando Alvarez-Suarez	4	OCAHO 655	1994

	United States v. Pedro Dominguez	6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
DEFENSE(S)					
Due Process					
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
	United States v. Felipe De Leon-Valenzuela	6	ОСАНО	866	1996
		6	ОСАНО	866	1996
	United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
Eighth Amendment					
	United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	ОСАНО	637	1994

Eleventh Amendment

DEFENSE(S)

Entrapment

Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995

United States v. Earl & Beverly McDougal d/b/a Grand Tradition	4	OCAHO 687	1994
United States v. Irvin Industries, Inc.	1	OCAHO 139	1990
United States v. Multimatic Products, Inc.	1	OCAHO 221	1990
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO 997	1998

Entrapment Defense Only Applies in Criminal - Not Civil - Proceedings

	United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO 1	1224	2014
DEFENSE(S)					
Equitable Tolling					
	Ashwani Goel v. Indotronix Internation Corporation	9	ОСАНО 1	1102	2003
	Joseph E. Sabol v. Northern Michigan University	9	OCAHO 1	1107	2004
	Roman Udala v. New York State Department of Education	4	ОСАНО (633	1994
Estoppel					
Estopper					
	Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	OCAHO 7	746	1995
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО (686	1994
	Roman Udala v. New York State Department of Education	4	ОСАНО (633	1994
	United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO 1	151	1990
	United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO 1	123	1990
	United States v. Felipe De Leon-Valenzuela	6	OCAHO 8	866	1996

United States v. Felipe De Leon-Valenzuela	6	ОСАНО	899	1996
	6	ОСАНО	866	1996
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	ОСАНО	45	1989
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	ОСАНО	414	1992
United States v. Manos & Associates, Inc. d/b/a The Bread Basket	Restaurant 1	ОСАНО	130	1989
United States v. Manos & Associates, Inc. d/b/a The Bread Basket	Restaurant 1	ОСАНО	130	1989
United States v. Ralph Sanchez, Labor Contractor	1	ОСАНО	58	1989
United States v. Samuel J. Wasem, General Partner d/b/a Educated	l Car Wash 1	ОСАНО	98	1989
United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox H	Tollow Inn 3	ОСАНО	584	1993
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. USA Café	1	ОСАНО	42	1989

DEFENSE(S)

Excessive Fines

DEFENSE(S)

Exclusionary Rule				
	United States v. David Jenkins	5	ОСАНО 743	1995
Family Relationship				
	United States v. Davis Nursery, Inc.	4	ОСАНО 694	1994
	United States v. Manuel Orozco-Minjares	4	OCAHO 606	1994
Fifth Amendment				
Their Amendment				
	United States v. David Jenkins	5	OCAHO 743	1995
	United States v. David Segura-Sataray	4	OCAHO 708	1991
	United States v. Felipe De Leon-Valenzuela	6	OCAHO 866	1996
		6	OCAHO 866	1996

	United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	897	1996
DEFENSE(S)					
Fourth Amendment					
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
	United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	ОСАНО	845	1996
	United States v. David Jenkins	5	ОСАНО	743	1995
	United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
	United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
Generally					
	Kasathsko v. Internal Revenue Service	6	ОСАНО	840	1996
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
	Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
	United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994

United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO 85	1996
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO 78	1995
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO 72	29 1995
United States v. David Jenkins	5	OCAHO 74	1995
United States v. David Segura-Sataray	4	OCAHO 70	1994
United States v. Diamond Construction, Inc.	3	OCAHO 45	56 1992
United States v. Dubois Farms, Inc.	2	OCAHO 37	76 1991
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO 60)4 1994
	3	OCAHO 59	1993
United States v. Giannini Landscaping, Inc.	3	OCAHO 57	73 1993
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	OCAHO 47	78 1992
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO 81	9 1995
United States v. Land Coast Insulation, Inc.	2	осано 37	79 1991
United States v. Martin Palominos-Talavera	6	OCAHO 89	96 1996
United States v. Monica Zapata-Cosio	5	OCAHO 82	22 1995
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO 46	1992
United States v. Northern Michigan Fruit Company	4	OCAHO 66	57 1994

United States v. Pedro Dominguez	6	ОСАНО	876	1996
	6	ОСАНО	876	1996
	6	ОСАНО	876	1996
	6	ОСАНО	876	1996
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	ОСАНО	541	1993
United States v. Power Operating Company	3	OCAHO	580	1993
United States v. R&M Fashion, Inc.	6	ОСАНО	826	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	ОСАНО	412	1993
United States v. Wood 'N Stuff	3	ОСАНО	574	1993
United States v. WSC Plumbing, Inc.	9	ОСАНО	1062	2000

Good Faith Defense

DEFENSE(S)

Good Faith Compliance

Ahmad S. Elhajomar v. City and County of Honolulu	1	ОСАНО	246	1990
	1	ОСАНО	246	1990
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	758	1995
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	ОСАНО	200	1990
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. Big Bear Market	1	ОСАНО	48	1989
United States v. Boo Bears Den	1	ОСАНО	71	1989
United States v. Broadway Tire, Inc.	2	ОСАНО	310	1991
	1	ОСАНО	226	1990
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	ОСАНО	151	1990
United States v. Busy Corner Sportswear, Inc.	3	ОСАНО	511	1993
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	ОСАНО	453	1992
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	ОСАНО	723	1995
United States v. Chicken By Chickadee Farms, Inc.	3	ОСАНО	423	1992
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	123	1990

United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Diamond Construction, Inc.	3	ОСАНО	456	1992
United States v. Dodge Printing Centers, Inc.	1	ОСАНО	125	1990
United States v. Dr. Merrill Cahn, D.P.M.	1	ОСАНО	127	1990
United States v. Dubois Farms, Inc.	1	ОСАНО	242	1990
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	ОСАНО	316	1992
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1072	2001
United States v. Felipe, Inc.	1	ОСАНО	93	1989
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Gerald Hollendorfer	1	ОСАНО	175	1990
United States v. Giannini Landscaping, Inc.	3	ОСАНО	573	1993
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	ОСАНО	321	1991
United States v. Honeybake Farms, Inc.	2	ОСАНО	311	1991
United States v. Interdynamics, Inc.	3	ОСАНО	433	1992
United States v. International Packaging, Inc.	12	ОСАНО	1275	2016

United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	ОСАНО	195	1990
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	ОСАНО	499	1993
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. Land Coast Insulation, Inc.	2	ОСАНО	379	1991
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	85	1989
United States v. LeMerengo/Rumors Restaurant	1	ОСАНО	157	1990
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	ОСАНО	166	1990
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	ОСАНО	448	1992
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
	6	ОСАНО	865	1996
United States v. Mester Manufacturing Company	1	ОСАНО	18	1988
United States v. Multimatic Products, Inc.	1	ОСАНО	221	1990
United States v. Noel Plastering & Stucco, Inc.	2	ОСАНО	377	1991
	2	ОСАНО	396	1991
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994

United States v. Richard Pizzuto Dimensions in Hair and Skin	3	ОСАНО	447	1992
United States v. Riverboat Delta King, Inc.	5	ОСАНО	738	1995
United States v. Sergio Alaniz d/b/a Sagunada	1	ОСАНО	297	1991
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО	533	1993
United States v. The Body Shop	1	ОСАНО	185	1990
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	ОСАНО	445	1992
United States v. Tuttle's Design Build, Inc.	2	ОСАНО	370	1991
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	ОСАНО	449	1992
United States v. USA Café	1	ОСАНО	42	1989
United States v. Williams Produce, Inc.	5	ОСАНО	730	1995
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003

DEFENSE(S)

Good Faith Defense at 8 U.S.C. 1324a(b)(6)(A) Only Available for Technical/Procedural Violations

TODICAL INDEV 06/17/2021

06/17/2021				
14	ОСАНО	1355	2020	
10	ОСАНО	1184	2013	
12	ОСАНО	1288	2016	
11	ОСАНО	1238	2014	
	ОСАНО	673	1995 1994 2013	
	10 12 11 5 4	 10 OCAHO 12 OCAHO 11 OCAHO 5 OCAHO 4 OCAHO 	14 OCAHO 1355 10 OCAHO 1184 12 OCAHO 1288 11 OCAHO 1238	

DEFENSE(S)

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

United States v. Keegan Varitey, LLC	11 OCAHO 1238	2014
--------------------------------------	---------------	------

Impossibility Defense is Recognized in OCAHO Case Law

United States v. Jalisco's Bar and Grill, Inc.	11 OCAHO 1224	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 2	016
---	-----------------	-----

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

Jurisdiction

TOTICAL INDEX				
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	ОСАНО	828	1995
	6	ОСАНО	828	1995
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	ОСАНО	151	1990
United States v. Chicken By Chickadee Farms, Inc.	3	ОСАНО	423	1992
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	123	1990
United States v. Dubois Farms, Inc.	1	ОСАНО	242	1990
United States v. Leonor Yolanda Ortiz	6	ОСАНО	889	1996
United States v. Maka's Akamai Service	1	ОСАНО	36	1988
	1	ОСАНО	36	1988
United States v. New El Rey Sausage Company	1	ОСАНО	78	1989

DEFENSE(S)

Knowledge

United States v. Noel Plastering & Stucco, Inc.	2	OCAHO 377	1991
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO 583	1993
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO 91	1989
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO 533	1993
United States v. The Body Shop	1	OCAHO 149	1990
United States v. USA Café	1	OCAHO 42	1989
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO 526	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO 406	1992
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO 1110	2004
Jack Huang v. Queens Motel	2	OCAHO 364	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1093	2003
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO 569	1993
John R. Alvarez v. Interstate Highway Construction	3	OCAHO 430	1992

DEFENSE(S)

Legitimate, Nondiscriminatory Reason

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Kasathsko v. Internal Revenue Service	6	ОСАНО	840	1996
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Luigia Wiesner v. CIT Tours, Inc.	5	ОСАНО	773	1995
Michael Edward Johnson v. Progressive Roofing	12	ОСАНО	1295	2017
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	ОСАНО	1203	2013
Nripendra S. Dhillon v. Regents of the University of California	3	ОСАНО	497	1993
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	ОСАНО	457	1992
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	ОСАНО	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Stephen A. Lewis v. McDonald's Corporation	2	ОСАНО	383	1991
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Harris Ranch Beef Company	2	ОСАНО	331	1991
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990

	TOTICAL INDEX				
	United States v. San Diego Semiconductors, Inc.	2	ОСАНО	314	1991
	United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	ОСАНО	407	1992
	United States v. Weld County School District	2	ОСАНО	326	1991
DEFENSE(S)					
Legitimate, Nondiscriminatory Reason for Employme	ent Decision				
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Motion to Strike					
	United States v. Desert Palace, Inc.	9	ОСАНО	1067	2001
		9	ОСАНО	1067	2001
	United States v. Fairfield Jersey, Inc.	9	ОСАНО	1072	2001
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
	United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
	United States v. Martina Limon-Perez	5	ОСАНО	796	1995

DEFENSE(S)

Motion to Strike Affirmative Defenses					
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
Paperwork Requirement(s)/Violation(s)					
	United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
	United States v. Manuel Orozco-Minjares	4	ОСАНО	606	1994
	United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
	United States v. WSC Plumbing, Inc.	9	ОСАНО	1062	2000

Penalties

United States v. Alberto Noriega-Perez

6 OCAHO 859

1996

DEFENSE(S)

Persons Protected					
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1148	2012
	Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018
Previous Settlement Between Parties					
	A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
Res Judicata					
	United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994

Seasonal Agricultural Workers

Selective Prosecution/Enforcement

DEFENSE(S)

United States v. Mario Saikhon, Inc.	1	ОСАНО	279	1990
United States v. Ralph Sanchez, Labor Contractor	1	ОСАНО	58	1989
United States v. ABC Roofing & Waterproofing, Inc.	1	ОСАНО	247	1990
United States v. Alvand, Inc. d/b/a 410 Diner	1	ОСАНО	296	1991
United States v. Earl & Beverly McDougal d/b/a Grand Tradition	4	ОСАНО	687	1994
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Law Offices of Manulkin, Glaser & Bennett	1	ОСАНО	100	1989
United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	337	1991
United States v. Ramada Inn Old Town	1	ОСАНО	105	1989

United States v. Weymoor Investments, Limited

1989

1 OCAHO 56

06/17/2021 TOPICAL INDEX

DEFENSE(S)

α t	
Settl	ement
DOLLI	CHICHE

Settlement					
	A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
	United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company	8	ОСАНО	1011	1998
Sixth Amendment					
	United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
	United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
Size of Business					
	United States v. Enrique Reyes d/b/a King's Produce	4	ОСАНО	592	1994
	United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
	United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994

DEFENSE(S)

Sovereign

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Williams Produce, Inc.	5	ОСАНО	730	1995
Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	510	1993
Ahmad S. Elhajomar v. City and County of Honolulu	1	ОСАНО	246	1990
	1	ОСАНО	246	1990
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	ОСАНО	426	1992
211th 19315	2	ОСАНО	363	1991
	3	ОСАНО	415	1991
	2	ОСАНО	324	1991
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
Paul C. Iwuchukwu v. City of Grand Prairie	6	ОСАНО	915	1997
	6	ОСАНО	915	1997
	6	ОСАНО	869	1996

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville	6	ОСАНО	881	1996
Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
United States v. Auburn University	4	ОСАНО	688	1994
United States v. New Mexico State Fair	6	ОСАНО	898	1996
United States v. Zabala Vineyards	6	ОСАНО	844	1996
	6	ОСАНО	844	1996
Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	ОСАНО	1279	2016
Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020

DEFENSE(S)

Sovereign Immunity

United States v. BKR Restaurants, LLC d/b/a Burger King	10	ОСАНО	1154	2012
United States v. Chicken By Chickadee Farms, Inc.	3	ОСАНО	423	1992
United States v. Citizens Utilities Company, Inc., Telephone Division	1	ОСАНО	161	1990
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	123	1990
United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	886	1996
United States v. Diamond Construction, Inc.	3	ОСАНО	456	1992
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	ОСАНО	321	1991
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	ОСАНО	298	1991
	1	ОСАНО	260	1990
United States v. Jonel, Inc.	7	ОСАНО	967	1997
United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	ОСАНО	166	1990
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	ОСАНО	130	1989
United States v. Mario Saikhon, Inc.	1	ОСАНО	279	1990

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
	6	ОСАНО	865	1996
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	ОСАНО	154	1990
United States v. Minaco Fashions, Inc.	3	ОСАНО	587	1993
United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	354	1991
	2	ОСАНО	337	1991
United States v. Ronning Landscaping, Inc.	10	ОСАНО	1149	2012
United States v. San Ysidro Ranch	1	ОСАНО	183	1990
United States v. Task Force Security, Inc. d/b/a Task Force Security and	3	ОСАНО	563	1993
Investigations	3	ОСАНО	533	1993
United States v. Tri-Component Product Corporation	5	ОСАНО	821	1995
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	ОСАНО	449	1992

DEFENSE(S)

The Defense of Sovereign Immunity May Be Raised At Any Point in the Proceeding

Donna Yvette Miller v. United States Postal Service, Greater South Carolina	12 OCAHO 1284	2016
District Office		

DEFENSE(S)	Washington Younggil Kim Jung Windsor Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center		ОСАНО		2016 2016
Tortious Act					
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
Use Immunity					
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994
Vague and Indefinite					
	United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996

6 OCAHO 844

6 OCAHO 844

1996

1996

Vague Awareness of IRCA's Climate					
	United States v. Lasa Marketing Firms, a California Partnership	1	ОСАНО ОСАНО		1990 1989
DEFENSE(S)					
Waiver					
	A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
	United States v. Felipe De Leon-Valenzuela	6	ОСАНО	899	1996
	United States v. Nancy Mubarki	5	ОСАНО	816	1995
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
DEFINITIONS					
Abuse of Process					

United States v. Zabala Vineyards

DEFINITIONS

Constructive Discharge

Actual Discharge					
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Alter					
	United States v. Pedro Dominguez	7 7	OCAHO 9		1997 1997
Casual Domestic Employment					
	United States v. David Jenkins	5	ОСАНО 7	743	1995

	TOPICAL INDEX			06/17/2	021
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
DEFINITIONS					
Counterfeit					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Pedro Dominguez	7	ОСАНО	972	1997
	,	7	ОСАНО	972	1997
Derivative Citizen					
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Direct Evidence					
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020

	10110112 1112 211				
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
	Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
DEFINITIONS					
Document Abuse					
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
		13	ОСАНО	1345a	2020
Employer(s)					
	Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	ОСАНО	675	1994
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
	United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	759	1995
	United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997

Employment					
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm United States v. David Jenkins	9	OCAHO 111		005
DEFINITIONS	United States v. David Jenkins	4	OCAHO 649	9 19	94
Employment Agency					
	Robert Heath v. Asta CRS, Inc.	14	OCAHO 138	35 20)21
Estoppel					
	Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	OCAHO 746	5 19	95
Falsely Made					
	United States v. Leticia Velarde	14	OCAHO 138	84 20)20

United States v. Mourad Abu Remileh	5	ОСАНО	724	1995
	5	ОСАНО	724	1995
United States v. Pedro Dominguez	7	ОСАНО	972	1997
	7	ОСАНО	972	1997
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
	14	ОСАНО	1380a	2021
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003
United States v. Mourad Abu Remileh	6	ОСАНО	864	1996
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994

DEFINITIONS

Final Order

Foreigner

Forge					
	United States v. Pedro Dominguez	7	ОСАНО	972	1997
		7	ОСАНО	972	1997
DEFINITIONS					
Good Cause	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324c	2021
Hire/Hiring					
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm United States v. David Jenkins		ОСАНО		2005 1994

Malicious Prosecution

	United States v. Zabala Vineyards	6	ОСАНО	844	1996
		6	ОСАНО	844	1996
DEFINITIONS					
Motion(s)					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
Proceeding					
	United States v. Curran Engineering Company, Inc.	7	ОСАНО	975	1997
Provide					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020

	TOPICAL INDEX			00/1//2	.021
Res Judicata					
DEFINITIONS	Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	ОСАНО	746	1995
Use					
	United States v. Pedro Dominguez	7	ОСАНО	972	1997
		7	ОСАНО	972	1997
DEPORTATION					
Document Fraud					
	United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО	652	1994
Generally					
•					
	United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995

	TOPICAL INDEX			00/17/20	021
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
	United States v. Cristina Galeas	5	ОСАНО	790	1995
	United States v. Kaday Musu Thoronka	5	ОСАНО	725	1995
	United States v. Orlando Diaz-Rosas	4	ОСАНО	702	1994
DEPOSITIONS					
Admissibility					
	Anna J. Flores v. Daniel Dry Cleaners	4	ОСАНО	693	1994
Compel					
	United States v. Townsend Culinary, Inc.	7	ОСАНО	996	1998
Deposition by Video Conference					
	Tomiton of Occupation of Lang Description and Associated Description Color of Language	12	OCATIO	1222f	2020
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	UCAHU	13321	2020

12 OCAHO 1271

2016

DEPOSITIONS

Deposition Errata Sheets			
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13 OCAHO 1332i	2020
Deposition Errata Sheets Should Not Be Used to Put	Additional Facts in the Record		
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13 OCAHO 1332i	2020
Depositions Should Be Cancelled if Testimony is No	at Nacassary, Palayant, and/or Non dunlicative		
Depositions Should be Cancelled It Testimony is No	n Necessary, Relevant, and/or Non-duplicative		
	United States v. Frimmel Management, LLC	12 OCAHO 1271	2017
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13 OCAHO 1271	2019
		12 OCAHO 1271	2016
		12 OCAHO 1271	2016

	United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
DEPOSITIONS					
Factors To Be Considered When Determining Whether	er to Permit a Telephonic Deposition				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
Failure to Appear					
	Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	622	1994
Fifth Amendment					
	United States v. Pedro Dominguez	6	ОСАНО	910	1997
	United States v. Roberto C. Davila	6	ОСАНО	903	1996

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1084	2002		
United States v. Armando Alvarez-Suarez	4	OCAHO 699	1994		
	4	OCAHO 651	1994		
United States v. Leonor Yolanda Ortiz	6	OCAHO 863	1996		
United States v. Nicolas Tinoco-Medina	6	OCAHO 890	1996		
United States v. Roberto C. Davila	6	OCAHO 902	1996		
	6	OCAHO 895	1996		
DEPOSITIONS					
Generally, Deposition Errata Sheets Should Only Be Used to Correct Typographical/Clerical Errors	Generally, Deposition Errata Sheets Should Only Be Used to Correct Typographical/Clerical Errors				

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332i 2020

Interrogatories

Jose Proto Alcaraz v. General Motors Corporation 7 OCAHO 962 1997

DEPOSITIONS

It Is Unusual To Prohibit the	Taking of a Deposition	Absent Extraordinary	Circumstances

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e	2020
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Limitation(s)

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1084 2002

Notice of Deposition

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Notice of Deposition Must Be Served At Least Ten Days Prior to the Deposition

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

DEPOSITIONS

Privilege Claim	United States v. Mark Staven Carter d/b/a Divis industrial Service Company	6	ОСАНО	807	1996
Telephonic	United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	0	OCAHO	897	1990
retephonic	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
Telephonic Depositions	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
Timing for Review of a Deposition Transcript Does	Not Affect Timing for Noticing a Deposition Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020

DEPOSITIONS

When Deponent Is Central Witness in a Case, Observ	ing Demeanor in Deposition is Important				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
DISCOVERY					
Acceptable					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1079	2002
Admission(s)					
	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
	United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
	United States v. Alberto Noriega-Perez	5	ОСАНО	811	1995
		5	ОСАНО	798	1995

United States v. Broadway Tire, Inc.	2	OCAHO 310	1991
United States v. Burns and Intra-Continental Enterprises	5	OCAHO 759	1995
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO 369	1991
	2	OCAHO 305	1991
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO 316	1992
United States v. Esther Flores-Martinez	5	OCAHO 733	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO 591	1993
United States v. Four Star Knitting, Inc.	5	OCAHO 815	1995
United States v. Karnival Fashion, Inc.	5	OCAHO 769	1995
United States v. Marisol Chavez-Ramirez	5	OCAHO 774	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO 560	1993
United States v. Ricardo Calderon, Inc.	5	OCAHO 805	1995

DISCOVERY

ALJ Has Authority to Compel Production of Documents and Responses to Discovery Requests

A.S. v. Amazon WerServices, Inc.	14 OCAHO 1381	2020
Robert Heath v. IKON Systems and an Anonymous Employer	14 OCAHO 1377	2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f

2020

DISCOVERY

ALJ Has Authority to Make Changes to Subpoena								
	Robert Heath v. Asta CRS, Inc.	14 OCAHO 1385	2021					
ALJ May Deny Motion to Compel If It Is Not Time	ly Filed							
ALJ May Deny Motion to Compet II It is Not Time	ly Flied							
	Martine Mbitaze v. Greenbelt Police Department	14 OCAHO 1360a	2020					
ALJ May Impose Sanctions For Failure to Comply With a Discovery Order								
	Mike De Leon v. Longoria Farms/Martin Longoria	13 OCAHO 1320a	2019					
	Mike De Leon, et al. v. Longoria Farms, et al.	13 OCAHO 1320	2019					

ALJ May Issue Protective Order Upon Showing of Good Cause	ALJ May Is	ssue Protective	Order Upon	Showing o	f Good Cause
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ALJ May Issue Protective Order Upon Showing of C	Good Cause						
	Temitope Ogunrinu v. Law Resources	13 OCAH	O 1332	2020			
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 1		O 1332e	2020			
	United States v. Facebook, Inc.	14 OCAH	O 1386a	2021			
DISCOVERY							
ALJ May Limit the Frequency or Extent of the Methods of Discovery							
	United States v. Chancery Staffing Solutions, LLC et al.	13 OCAH	O 1326a	2019			

13 OCAHO 1326 2019

ALJ Must Exercise Discretion in Resolving Discovery Disputes

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

ALJ Not Bound By Federal Rules of Civil Procedure

DISCOVEDV	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014				
DISCOVERY									
Asserting Party Bears Burden of Establishing Privilege									
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020				
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018				
		12	ОСАНО	1285	2016				
Attorney Work Product									
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018				
		12	ОСАНО	1285	2016				

Attorney-Client Privilege

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
	9	ОСАНО	1084	2002
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. R & C Tours (Guam), Inc.	2	ОСАНО	393	1989
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
	12	ОСАНО	1285	2016

DISCOVERY

Broad Scope of Permissible Discovery for Allegations of Pattern or Practice

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

Burden of Proof

	Dinko Sefic v. Marconi Wireless	9	ОСАНО	1125	2007			
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018			
		12	ОСАНО	1285	2016			
	United States v. Volvo Trucks North America, Inc.	7	ОСАНО	994	1998			
	United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash	7	ОСАНО	989	1998			
DISCOVERY								
Business Records Used in Normal Course of Human								
	United States v. Rose Acre Farms, Inc.		ОСАНО		2018			
		12	ОСАНО	1285	2016			
Caution Required in Imposing Discovery Burden On Non-Party								
	Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020			
	United States v. Durable, Inc.	11	ОСАНО	1221	2014			

DISCOVERY

Certificate of Good Faith Confinement Not Required When There Is A Showing That It Would Be Futile							
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020		
Certification(s)							
	Dinko Sefic v. Marconi Wireless	9	ОСАНО	1125	2007		
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1078	2002		
Citizenship Status							
	Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1031	1999		
	Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994		
	Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004		

DISCOVERY

Compel

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1087	2002
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	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

United States v. Rose Acre Farms, Inc.	12 (ОСАНО	1285a	2018
	12 (ОСАНО	1285	2016

DISCOVERY

Deposing Opposing Counsel					
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1157	2012
Deposition by Video Conference					
Deposition by Video Conference	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
	Temmope Ogum mu v. Zum Tessour ees unu Trinou ee Torier Teaye senoier ZZI	13	CCIMIC	13321	2020
Depositions					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
	Jose Proto Alcaraz v. General Motors Corporation	7	ОСАНО	962	1997
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
		13	ОСАНО	1332e	2020
	United States v. Armando Alvarez-Suarez	4	ОСАНО	699	1994

United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1157	2012
United States v. Pedro Dominguez	6	ОСАНО	910	1997
United States v. Roberto C. Davila	6	ОСАНО	902	1996
	6	ОСАНО	903	1996
	6	ОСАНО	895	1996

DISCOVERY

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

United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
United States v. Frimmel Management LLS	12	ОСАНО	1271	2016

Discovery Cannot Be A Fishing Expedition for Other Potential Wrongdoing Not Relevant to Claim

Temitope Ogunrinu v. Law Resources	13	в осано	1332	2020
DISCOVERY				
Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged				
Robert Heath v. Asta CRS, Inc.	14	• ОСАНО	1385	2021
Robert Heath v. IKON Systems and an Anonymous Employer	14	• ОСАНО	1377	2020
Temitope Ogunrinu v. Law Resources	13	в осано	1332	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Sch	oler LLP 13	в осано	1332e	2020
United States v. Capital Fireproof Door	14	• OCAHO	1372	2020
United States v. Durable, Inc.	11	ОСАНО	1221	2014
Discovery Sanctions May Include Adverse Inferences or Rulings Against the Non-Complying Party				
Mike De Leon v. Longoria Farms/Martin Longoria	13	в осано	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	в осано	1320	2019

DISCOVERY

Dismissal of Claims as a Discovery Sanction					
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
Disparate Treatment					
	Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Disputes About Temporal Scope of Discovery Resolv	red in the Factual Context of Each Case				
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014

Documents

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
	13	ОСАНО	1332e	2020
United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО	358	1991
	2	ОСАНО	358	1991
United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	ОСАНО	845	1996
United States v. Rosario Strano d/b/a Strano Farms	3	ОСАНО	531	1993
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. SDI Industries, Inc.	3	ОСАНО	465	1992
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО	563	1993
United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash	7	ОСАНО	989	1998
Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363	2020
	14	ОСАНО	1363a	2020
	14	ОСАНО	1363b	2020

DISCOVERY

Employment Practice					
	United States v. Guardsmark United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	4	ОСАНО		1994 2002
Employment Practices Outside Limitations Period A	lways Potentially Relevant				
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014
Evasive or Incomplete Response To Discovery May	Be Treated as Failure to Respond				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014

Fifth Amendment

TOFICAL INDEX			00/1//2	021
United States v. Alberto Noriega-Perez	5	ОСАНО	777	1995
United States v. David Segura-Sataray	4	ОСАНО	708	1991
United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	897	1996
DISCOVERY				
Fourth Amendment				
United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	ОСАНО	845	1996
United States v. David Jenkins	5	ОСАНО	743	1995
Frequency and Extent of Discovery May Be Limited by ALJ Sua Sponte or Upon Motion				
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020
United States v. Durable, Inc.	11	ОСАНО	1221	2014

Frequency and Extent of Discovery May Be Limited If Burden/Expense Outweighs Likely Benefit

	Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
	United States v. Durable, Inc.	11	ОСАНО	1221	2014
DISCOVERY					
General, Conclusory Assertion of Irrelevance, Overl	oreadth or Undue Burden Insufficient Objection				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014
Generally					
	Aranka M. Palancz v. Cedars Medical Center	3	ОСАНО	443	1992
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993
		3	ОСАНО	460	1992
		3	ОСАНО	487	1993
	Galdino Casillas Garcia v. McCarron Electric Company	5	ОСАНО	747	1995
	In re Investigation of ABM Industries, Subpoena	5	ОСАНО	763	1995

Iron Workers Local 455 v. Lake Construction & Development Corporation	6	OCAHO 91	1 1997
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	OCAHO 41	5 1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 10	84 2002
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 53	1989
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 49	3 1993
	3	OCAHO 45	0 1992
Leonid Naginsky v. Department of Defense	5	OCAHO 80	2 1995
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO 67	5 1994
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO 58	2 1993
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO 63	9 1994
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	OCAHO 67	8 1994
Sergio Flores Ortiz v. Moll-Tex Broadcasting Company	3	OCAHO 44	0 1992
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 61	1 1994
United States v. ABC Roofing & Waterproofing, Inc.	1	OCAHO 24	7 1990
	2	OCAHO 38	1 1991
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 35	8 1991
	2	OCAHO 35	8 1991

United States v. Alberta Sosa, Inc.	5	OCAHO 731	1995
United States v. Alberto Noriega-Perez	5	OCAHO 811	1995
United States v. All World Imports, Inc. d/b/a Andre Pierre Imports	2	OCAHO 344	1991
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO 784	1995
United States v. Armando Alvarez-Suarez	4	OCAHO 651	1994
United States v. Armstrong Painting and Waterproofing and Modesto Sevilla	1	OCAHO 231	1991
United States v. Business Teleconsultants, Ltd.	3	OCAHO 536	1993
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO 305	1991
United States v. Cleopatra International Jewelry, Inc.	1	OCAHO 186	1990
United States v. Creation & Innovation	3	OCAHO 491	1993
United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm	1	OCAHO 213	1990
United States v. David Day d/b/a David Day Masonry	3	OCAHO 514	1993
United States v. Diamond Construction, Inc.	3	OCAHO 451	1992
United States v. Esther Flores-Martinez	5	OCAHO 733	1995
United States v. Feliciano Aguas-Avalos	4	OCAHO 642	1994
United States v. Guardsmark	4	OCAHO 614	1994
United States v. Harris Ranch Beef Company	1	OCAHO 277	1990

United States v. Harris Ranch Beef Company	2	OCAHO 302	1991
United States v. Honeybake Farms, Inc.	2	OCAHO 311	1991
United States v. Ideal Tortilla Factory, Inc.	2	OCAHO 366	1991
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	OCAHO 119	1989
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	2	OCAHO 394	1990
United States v. Kangaroo Express of Pueblo	3	OCAHO 581	1993
United States v. Law Offices of Manulkin, Glaser & Bennett	1	OCAHO 100	1989
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO 96	1989
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO 142	1990
United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant	3	OCAHO 544	1993
United States v. Manca Imports, Inc.	1	OCAHO 268	1990
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO 865	1996
United States v. Marvlee, Inc.	5	OCAHO 728	1995
United States v. McDonnell Douglas Corporation	2	OCAHO 380	1991
	2	OCAHO 351	1991
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO 472	1992
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO 319	1991

United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994
United States v. Northwest Airlines, Inc.	3	ОСАНО	452	1992
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
	2	ОСАНО	328	1991
	2	ОСАНО	318	1991
United States v. Otilio Franco d/b/a Cruz Leyva Construction	1	ОСАНО	82	1989
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000
United States v. Power Operating Company	3	ОСАНО	580	1993
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	ОСАНО	560	1993
United States v. R & C Tours (Guam), Inc.	2	ОСАНО	393	1989
United States v. Ramada Inn Old Town	1	ОСАНО	105	1989
United States v. Rosario Strano d/b/a Strano Farms	3	ОСАНО	492	1993
	3	ОСАНО	555	1993
United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant	1	ОСАНО	265	1990

United States v. San Diego Semiconductors, Inc.	1	OCAHO 190	1990
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	1	OCAHO 252	1990
United States v. Scandia Interiors, Inc.	1	OCAHO 290	1991
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO 563	1993
United States v. Tuttle's Design Build, Inc.	3	OCAHO 422	1992
United States v. U.S. Style, Inc.	5	OCAHO 793	1995
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	2	OCAHO 390	1991
United States v. Westin Galleria & Westin Oaks Hotel	4	OCAHO 701	1994
United States v. William D. Clark d/b/a Tidwell Medical Center	5	OCAHO 771	1995
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO 35	1988

DISCOVERY

Good Faith Confinement Requirement for Motion to Compel Discovery

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

Grounds Not State In A Timely Objection to Discovery Requests Are Waived Absent Good Cause Shown

	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО 1234	2014
DISCOVERY				
Hearsay Evidence				
	United States v. David Jenkins	5	OCAHO 743	1995
	United States v. Snack Attack Deli, Inc.	10	OCAHO 1137	2010
Immunity				
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	OCAHO 644	1994
In OCAHO Cases Discovery is Broad But Not Unlin	mited			
	United States v. Durable, Inc.	11	OCAHO 1221	2014

Inadequate Pleadings

DISCOVERY

Interrogatories

United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
	6	ОСАНО	911	1997
Jorge Pugliese v. Auto-Grafica Corporation	5	ОСАНО	820	1995
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	639	1994
Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020
Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	976	1997

9 OCAHO 1082

2002

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

13 OCAHO 1332

2020

DISCOVERY

Lawyers in the Discovery Process are Expected to Act in Good Faith

It Is Improper to Seek a Subpoena for Opposing Party	to Obtain Discovery Responses						
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363	2020		
It Is Unusual To Prohibit the Taking of a Deposition Absent Extraordinary Circumstances							
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020		
Law Enforcement Privilege							
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020		

Temitope Ogunrinu v. Law Resources

DISCOVERY

Misrepresentations							
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021		
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004		
Monetary Sanction Not Permitted for Failure to Comply With Discovery Order							
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019		
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019		
	Victor B. Palma v. Alufase USA, LLC	10	ОСАНО	1213	2014		
Motion to Compel							
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1157	2012		

DISCOVERY

Motion to Compel Discovery

A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1125	2007
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020
	14	ОСАНО	1360	2020
Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020
Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
	13	ОСАНО	1332e	2020
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1082	2002

TOTTCHE INDEX			00/1//2			
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1078	2002	
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363	2020	
		14	ОСАНО	1363a	2020	
DISCOVERY						
Motion to Compel Discovery is Facially Invalid If Certificate of Good Faith Conferment Missing						
	Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020	
		14	ОСАНО	1360	2020	
	United States v. Durable, Inc.	11	ОСАНО	1221	2014	
Motion to Compel Must Identify Discovery Requests	With Specificity					
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020	

Motion to Compel Must Include Argument in Support of the Motion

A	1.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020				
DISCOVERY									
Motion to Compel Must Include Certification of Good Faith Resolution Efforts									
Λ	Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020				
		14	ОСАНО	1360	2020				
T	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020				
U	Inited States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014				
Z	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020				
Motion to Compel Must Meet Requirements of 28 C.F.F.	R. Section 68.23(b)								
A	1.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021				
A	1.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020				
Λ	Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020				
		14	ОСАНО	1360	2020				

TODICAL INDEV 06/17/2021

	TOPICAL INDEX			06/17/2	.021		
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020		
		14	ОСАНО	1362	2020		
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363	2020		
		14	ОСАНО	1363a	2020		
DISCOVERY							
Motion to Compel Must State the Nature of a Party's Responses and Objections							
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020		
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020		
Motion to Enforce Order Compelling Discovery							

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f

2020

No Broad General Rule on Specific Time Frame for Scope of Discovery

I	OPICAL INDEX		00/17/20	121
United	States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11	ОСАНО	1220	2014
DISCOVERY				
Objections Not Raised in Response to Requests Not Consider	red in Response to Motion to Compel			
United	States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11	ОСАНО	1220	2014
OCAHO Has Broad Authority to Control Discovery				
Temito	ope Ogunrinu v. Law Resources 13	ОСАНО	1332	2020
OCAHO Rules Do Not Impose Numerical Limits on Number	of Interrogatories			
Robert	Heath v. IKON Systems and an Anonymous Employer 14	ОСАНО	1377	2020
United	States v. Employer Solutions Staffing Group II, LLC 11	ОСАНО	1234	2014

06/17/2021 TOPICAL INDEX

Ongoing Settlement Discussions Do Not Release Part	ties From Discovery Obligations				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
DISCOVERY					
Order Granting Motion to Compel					
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363	2020
Party May Not Propound New Request in a Motion to	o Compel				
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020
Party May Not Seek Discovery Through Administration	ive Review When It Had Ample Time for Discovery in Prehearing Process				
	United States v. M & D Masonry	10	ОСАНО	1215	2014

14 OCAHO 1386a

2021

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

Party Receiving Discovery Requests Must Answer or	State Objections Within 30 Days						
DISCOVEDV	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014		
DISCOVERY							
Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified							
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014		
Party Seeking Protective Order Has Burden of Showin	ng Good Cause						
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020		
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020		

United States v. Facebook, Inc.

Party Withholding Documents Based on Privilege Must Complete Privilege Log

TO	PICAL INDEX		06/17/20	021
United St	ates v. Capital Fireproof Door 14	ОСАНО	1372	2020
DISCOVERY				
Privacy				
Tilvacy				
Dinko Se _j	fic v. Marconi Wireless 9	ОСАНО	1125	2007
Terrence	McCaffrey v. LSI Logic Corporation 6	ОСАНО	883	1996
Privilege Claim				
In re Inve	estigation of Wal-Mart Distribution Center, Subpoena 5	ОСАНО	788	1995
James D.	Westendorf v. Brown & Root, Inc. 3	ОСАНО	405	1992
Jenlih Jo	hn Hsieh v. PMC - Sierra, Inc. 9	ОСАНО	1087	2002
	9	ОСАНО	1084	2002
Mike De	Leon v. Longoria Farms/Martin Longoria 13	ОСАНО	1320a	2019
Mike De	Leon, et al. v. Longoria Farms, et al. 13	ОСАНО	1320	2019
United St	ates v. Capital Fireproof Door 14	ОСАНО	1372	2020

TOPICAL INDEX			00/17/2021				
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994		
	United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	897	1996		
	United States v. Northwest Airlines, Inc.	3	ОСАНО	452	1992		
	United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	700	1994		
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018		
		12	ОСАНО	1285	2016		
	United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash	7	ОСАНО	989	1998		
DISCOVERY							
Privilege Is Waived When Protected Materials Are Disclosed							
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020		
		14	ОСАНО	1372	2020		

Privilege Log Not Required If Party Did Not Withhold Documents as Privileged

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

DISCOVERY

Protective Order(s)

Production

Dinko Sefic v. Marconi Wireless	9	ОСАНО	1125	2007
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	613	1994
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1082	2002
United States v. Zabala Vineyards	5	ОСАНО	734	1995
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
Leonid Naginsky v. Department of Defense	5	ОСАНО	813	1995
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020

	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP		ОСАНО	1332d	2020	
		13	ОСАНО	1332e	2020	
	Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	883	1996	
	United States v. Chancery Staffing Solutions, LLC et al.	13	ОСАНО	1326a	2019	
		13	ОСАНО	1326	2019	
	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021	
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1157	2012	
	United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	976	1997	
DISCOVERY						
Purpose of Discovery is to Require Disclosure of All Relevant Information						
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020	
Purpose of Requirements for a Motion to Compel						
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020	

Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020
Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020
Dinla Cafe of Monagai Window	0	OCAHO	1125	2007
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1125	2007
United States v. Allen Holdings, Inc.	9	ОСАНО	1059	2000
United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1157	2012
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1082	2002
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1082	2002

9 OCAHO 1082

2002

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

DISCOVERY

Relevance

	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014				
DISCOVERY									
Relevance Includes Any Matter Bearing on an Issue (Or Possible Issue) In Case									
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014				
Relevance Includes Any Matter That Could Reason	ably Lead to Matter Bearing on Issue In Case								
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014				
Request to Extend Discovery Period									
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021				
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021				

Requests for Production of Documents

Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020

DISCOVERY

Sanctions

Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1091	2003
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
United States v. Alberto Noriega-Perez	5	ОСАНО	798	1995
United States v. Armando Alvarez-Suarez	4	ОСАНО	699	1994
United States v. Giamblis Enterprises	5	ОСАНО	807	1995

06/17/2021 **TOPICAL INDEX** United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge OCAHO 560 1993 United States v. Roberto C. Davila OCAHO 895 1996 United States v. Rosario Strano and Vito Strano d/b/a Strano Farms OCAHO 636 1994 Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363a 2020 DISCOVERY Sanctions for Failure to Timely Produce Documents John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013 Scope Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 2007

Olatunji Moshood Fakunmoju v. Claims Administration Corporation

4 OCAHO 613

1994

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

	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014		
DISCOVERY							
Scope Generally Extends to Any Relevant Information That is Not Privileged							
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020		
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014		
Selective Prosecution/Enforcement	United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996		
Show Cause							
Sanction(s)	Jose Proto Alcaraz v. General Motors Corporation	7	ОСАНО	962	1997		

5 OCAHO 813

1995

	Specific/Detailed Summary Not Required for Docume	ent Identification						
	DISCOVERY	United States v. Durable, Inc.	11	ОСАНО	1221	2014		
Stay of Discovery Is Not Automatic Pending a Motion to Dismiss								
		United States v. Facebook, Inc.	14	ОСАНО	1386a	2021		
	Subnaga							
	Subpoena							
		Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021		
		In re Investigation of ABM Industries, Subpoena	5	ОСАНО	763	1995		
		In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	ОСАНО	751	1995		
		In re Investigation of Norfolk Public Schools, Subpoena	4	ОСАНО	621	1994		
		In re Investigation of Wal-Mart Distribution Center, Subpoena	5	ОСАНО	788	1995		
		Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002		

Leonid Naginsky v. Department of Defense

	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363	2020
		14	ОСАНО	1363a	2020
		14	ОСАНО	1363b	2020
DISCOVERY					
Subpoena Is Appropriate Avenue for Obtaining Disc	covery From Non-Parties				
	Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Subpoena Requires ALJ's Signature					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021

Sufficiency of Response to Discovery Requests

	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020	
		13	ОСАНО	1332e	2020	
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020	
DISCOVERY						
Summary Decision						
	United States v. The Beverly Center	5	ОСАНО	762	1995	
Telephonic Depositions						
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020	
Temporal Scope May Be Limited Where Requests Are Overly Broad and Unduly Burdensome						
	United States v. Durable, Inc.	11	ОСАНО	1221	2014	

DISCOVERY

That Information Sought Is Equally Available to Propounding Party Is An Infficient Objection						
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020	
Timeliness						
	United States v. Alberta Sosa, Inc.	5	ОСАНО	731	1995	
	United States v. Four Star Knitting, Inc.	5	ОСАНО	815	1995	

Unauthorized Subpoena

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

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

IUPICAL INDEA			00/1//20	021			
United States v. Employer Solutions Staffing Group II, LL	C 11	ОСАНО	1234	2014			
DISCOVERY							
Work Product Privilege							
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020			
DISCRIMINATION							
5/10 Year Rule							
Alan Rusk v. Northrop Corporation and Department of De	efense 4	ОСАНО	607	1994			
Leonid Naginsky v. Department of Defense and EG&G Dy	ynatrend 6	ОСАНО	891	1996			
Wartan Bozoghlanian v. Magnavox Advanced Products an	nd Systems Company 4	ОСАНО	653	1994			
A Pay Cut or Demotion May Be Indicative of Constructive Discharge							
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020			

1 OCAHO 74

1989

DISCRIMINATION

Actual Termination Can Occur Even When the Employer Offers Alternative Positions to the Employee

Actual Termination Can Occur Even when the Emplo	yer Offers Atternative rositions to the Employee				
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Charge					
Charge					
	Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1031	1999
	Esther Din Brooks v. Watts Window World	3	ОСАНО	558	1993
	Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
	Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
	Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
	Sellaro v. Elektra Records	3	ОСАНО	495	1993
	United States v. Mesa Airlines	1	ОСАНО	74	1989

DISCRIMINATION

Charge Must Allege Conduct Encompassed by Section 1324b in Order To Be Sufficient

M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018

Charge Must Be Minimally Sufficient In Order to Constitute a Charge

M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018

Charge Must Identify Name & Address of the Person or Entity Against Whom the Charge is Being Made

	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
DISCRIMINATION					
Charge Requirement Is Intended to Put Respondent of	on Notice and Provide Opportunity for Concilliation				
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
Citizenship Status					
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	577	1993
	Adolfo Cruz Deguzman v. First America Bank Corporation	3	ОСАНО	585	1993
	Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО	607	1994
	Amadeo Gonzalez v. Phoenix Motor Company	3	ОСАНО	410	1992
	Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
		13	ОСАНО	1337	2019
	Aurelia Forden v. Dr. Lothar Griessbach	5	ОСАНО	735	1995
	Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	593	1994

Benjamin Barone v. Superior Washer and Gasket Corp.	10	ОСАНО	1176	2013
Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	ОСАНО	526	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	ОСАНО	406	1992
Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019
	13	ОСАНО	1321a	2019
Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	547	1993
	3	ОСАНО	535	1993
	3	ОСАНО	549	1993
Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	ОСАНО	785	1995
Chao v. McDonnell Douglas Corporation	6	ОСАНО	824	1995
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Costigan v. NYNEX	6	ОСАНО	918	1997
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	ОСАНО	550	1993

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1050	2000
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	ОСАНО	203	1990
Elizabeth Klimas v. Department of Treasury	3	ОСАНО	419	1992
Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
	9	ОСАНО	1066	2001
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
Errol Williams v. Lucas & Associates	2	ОСАНО	357	1991
Esther Din Brooks v. KNK Textile	3	ОСАНО	545	1993
	3	ОСАНО	528	1993
Eusebio Huesca v. Rojas Bakery	4	ОСАНО	654	1994
Frank Thomas Brown v. Baltimore City Public Schools	3	ОСАНО	480	1992
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
George Suchta v. United States Postal Service	2	ОСАНО	327	1991

Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	590	1993
	3	ОСАНО	539	1993
	3	ОСАНО	484	1993
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	ОСАНО	469	1992
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	ОСАНО	144	1990
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1056	2000
Irma Leticia Sosa v. United States Postal Service	1	ОСАНО	115	1989
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	348	1991

Jarvis v. AK Steel	7	ОСАНО	930	1997
Jarvis v. AK Steel	7	ОСАНО	930	1997
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	ОСАНО	537	1993
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	189	1990
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
John R. Alvarez v. Interstate Highway Construction	3	ОСАНО	430	1992
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Jorge Mario Ipina v. Michigan Jobs Commission	8	ОСАНО	1036	1999
Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	522	1993
Jose Ortega v. Vermont Bread	3	ОСАНО	475	1993
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Juan Antonio Martinez v. Ray's Bar-B-Que	9	ОСАНО	1120	2005
Juan Francisco Martinez v. Lott Constructors, Inc.	2	ОСАНО	323	1991

Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
	3	ОСАНО	470	1992
	4	ОСАНО	626	1994
Lee v. AT&T	7	ОСАНО	924	1997
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	562	1993
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Maria Gordillo v. Illinois Department of Employment Security	3	ОСАНО	542	1993
Martin A. Holguin v. Dona Ana Fashions	3	ОСАНО	582	1993
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
McNier v. San Francisco State University College of Business	7	ОСАНО	998	1998
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994
Moises Reyes v. Pilgrim Psychiatric Center	3	ОСАНО	529	1993

Mr. Doron Tal v. M. L. Energia, Inc.	3	ОСАНО	519	1993
Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati	1	ОСАНО	128	1990
Nripendra S. Dhillon v. Regents of the University of California	3	ОСАНО	497	1993
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	ОСАНО	372	1991
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	ОСАНО	1212	2014
Salvador Chavarin-Lopez v. Nichols Farms	2	ОСАНО	371	1991
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
Sellaro v. Elektra Records	3	ОСАНО	495	1993
Stephen A. Lewis v. McDonald's Corporation	2	ОСАНО	383	1991
Stephen Salerno v. ICL Retail Systems, Inc.	3	ОСАНО	481	1993
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013

United States v. A.J. Bart, Inc.	3 OCAHO 538 1993
United States v. Auburn University	4 OCAHO 617 1994
	3 OCAHO 564 1993
United States v. Diversified Technology and Services of Virginia, Inc.	9 OCAHO 1095 2003
United States v. General Dynamics	3 OCAHO 517 1993
United States v. Guardsmark	3 OCAHO 572 1993
United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11 OCAHO 1256 2015
	11 OCAHO 1252 2015
United States v. Marcel Watch Corporation	1 OCAHO 143 1990
United States v. McDonnell Douglas Corporation	4 OCAHO 676 1994
United States v. San Diego Semiconductors, Inc.	2 OCAHO 314 1991
United States v. Weld County School District	2 OCAHO 326 1991
Yves Nguyen v. ADT Engineering, Inc.	3 OCAHO 489 1993

DISCRIMINATION

Citizenship Status Discrimination

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

TOPICAL INDEX		06/1//2021					
Zaji Obatala Zajradhara	14 OCAHO	1363c	2021				
DISCRIMINATION							
Citizenship Status Jurisdiction							
Temitope Ogunrinu v. Law Resources & Arno	old & Porter Kaye Scholer LLP 13 OCAHO	1332g	2020				
Complainant Generally May Not Bring OCAHO Claim Against Party Not Named in the Charge							
Temitope Ogunrinu v. Law Resources	13 ОСАНО	1332b	2019				
	13 ОСАНО	1332	2019				
Complainant in Section 1324b Case Must Show That Discrimination Was Intentional							
Victor Guerrero v. California Department of	Corrections and Rehabilitation 11 OCAHO	1264	2015				

Complainant May Prove a Case of Employment Discrimination by Direct or Circumstantial Evidence							
DISCRIMINATION	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020		
Complainant Must Raise Genuine Issue as to Whether	er Proffered Reasons for Termination Were Pretext						
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016		
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020		
	Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	ОСАНО	1203	2013		
Complainant Not Required to Plead Facts of Prima F	acie Case for Claim Under Section 1324b						
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020		
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020		
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016		
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016		
	Terri Ann Jablonski v. Yorkson Legal, et al.	12	OCAHO	1273	2016		

DISCRIMINATION

Constructive Discharge

Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO (675	1994
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO 1	1379	2020

Denial of Preference for Part Time Work Does Not Alone Support Claim of Constructive Discharge

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

Derivative Citizen

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

DISCRIMINATION

13 OCAHO 1308

2018

	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306	2017
DISCRIMINATION					
Discrimination Actionable Only If OSC/IER Charge	Filed Within 180 Days of Alleged Act				
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
	Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018
	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306a	2018
		13	ОСАНО	1306	2017
	Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
	Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014
	Prakash Sinha v. Infosys	14	ОСАНО	1373	2020

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.

TOPICAL	INDEX			06/17/2	021
Salim J. Hajiani v.	ESHA USA, Inc. and Sameer Ramjee	0	ОСАНО	1212	2014
Walter Oswaldo P	Paz-Martinez v. Securitas Security Services USA, Inc.	. 1	ОСАНО	1260	2015
Zaji Obatala Zajra	adhara 1	.4	ОСАНО	1363c	2021
DISCRIMINATION					
Discrimination Can Occur At Any Point In The Hiring Process					
Martine Mbitaze v.	c. City of Greenbelt	.3	ОСАНО	1345a	2020
United States v. Lij Healthcare	fe Generations Healthcare, LLC d/b/a Generations 1	.1	ОСАНО	1227	2014
Discrimination Claims Against Employment Agencies					
Robert Heath v. As	sta CRS, Inc.	4	ОСАНО	1385	2021
Discrimination Suits Require Some Evidence of Discrimination					
Julio Ricardo Sano	chez Molina v. Securitas Security Services USA, Inc. 1	. 1	ОСАНО	1261	2015

	Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
	Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015
DISCRIMINATION					
Discriminatory Intent Shown By Direct or Circumsta	ntial Evidence, or Inferred From Statistics				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Discriminatory Pattern Can Create Inference of Inten	t				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Discriminatory Pattern Probative of Motive					
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014

Disparate Impac	t
-----------------	---

DISCRIMINATION	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО 1090	2003
Disparate Treatment				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO 785	1995
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO 568	1993
	Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO 1077	2001
	Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO 1090	2003
	Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO 1124	2007
	Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	OCAHO 144	1990
	Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО 189	1990
	Juan Antonio Martinez v. Ray's Bar-B-Que	9	OCAHO 1120	2005
	Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO 1081	2002
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 638	1994
		3	OCAHO 470	1992

Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation	4	ОСАНО	707	1994
Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1024	1999
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	ОСАНО	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
United States v. Farmers Insurance Group of Companies	1	ОСАНО	22	1988
United States v. Lasa Marketing Firms, a California Partnership	1	ОСАНО	141	1990
	1	ОСАНО	106	1989
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Weld County School District	2	ОСАНО	326	1991
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Wisniewski v. Douglas County School System	1	ОСАНО	29	1988

DISCRIMINATION

Document Abuse

Ahadu Tadesse v. United States Postal Service	7	OCAHO 9	79	1997
Celia Simon v. Ingram Micro, Inc.	9	OCAHO 1	088	2003
Christopher Winkler v. Timlin Corporation	6	OCAHO 9	12	1997
Christopher Winkler v. West Capital Financial Services	7	OCAHO 9	28	1997
Costigan v. NYNEX	6	OCAHO 9	18	1997
Daniel DeNardo v. WH Smith USA Travel	9	OCAHO 1	080	2002
Earl Russel Horne v. Town of Hampstead	6	OCAHO 9	06	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 6	12	1994
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO 1	066	2001
	9	OCAHO 1	066	2001
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 9	34	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO 9	22	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO 1	085	2002
	9	OCAHO 1	075	2001

Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
Lee v. AT&T	7	ОСАНО	924	1997
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
	6	ОСАНО	888	1996
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. Acosta, Inc. d/b/a McDonald's	7	ОСАНО	961	1997
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Guardsmark	3	ОСАНО	572	1993

06/17/2021 TOPICAL INDEX

	TOTICAL INDEA				
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996
		6	ОСАНО	861	1996
	United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996
		4	ОСАНО	594	1994
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
	United States v. Zabala Vineyards	6	ОСАНО	830	1995
	Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997
DISCRIMINATION					
Documents					
Form I-9					
	Daniel DeNardo v. WH Smith USA Travel	9	ОСАНО	1080	2002
Employer's Broad Discretion Expectations for Emplo	byee's Performance				
	Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1050

2000

Employer's Constantly Shifting Explanations for Adverse Action Can Alone Show Pretext

DISCRIMINATION	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1252	2015
Evidence					
	Benjamin Barone v. Superior Washer and Gasket Corp.	10	ОСАНО	1176	2013
	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
	Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993
		3	ОСАНО	460	1992
	Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	ОСАНО	550	1993
	Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
	Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003

Errol Williams v. Lucas & Associates	2	ОСАНО	357	1991
George Suchta v. United States Postal Service	2	ОСАНО	327	1991
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1075	2001
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jack Huang v. Queens Motel	2	ОСАНО	364	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	189	1990
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	522	1993
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Juan Francisco Martinez v. Lott Constructors, Inc.	2	ОСАНО	323	1991
Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	3	ОСАНО	470	1992

Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	626	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	ОСАНО	457	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	ОСАНО	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	ОСАНО	1212	2014
Stephen A. Lewis v. McDonald's Corporation	2	ОСАНО	383	1991
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. General Dynamics	3	ОСАНО	517	1993
United States v. Guardsmark	4	ОСАНО	614	1994
United States v. Lasa Marketing Firms, a California Partnership	1	ОСАНО	141	1990
	1	ОСАНО	106	1989
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990
United States v. Mesa Airlines	1	ОСАНО	74	1989

TOPICAL INDEX			00/1//2021			
United	States v. Mesa Airlines	1	ОСАНО	74	1989	
United	States v. San Diego Semiconductors, Inc.	2	ОСАНО	314	1991	
United	States v. Zabala Vineyards	6	ОСАНО	830	1995	
Wisnie	wski v. Douglas County School System	1	ОСАНО	29	1988	
DISCRIMINATION						
Evidence Necessary to Establish Prima Facie Case of Discrim Steven Exceptions to Requirement That Complainant Must Name Par	Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020	
Temito _l			ОСАНО ОСАНО		20192019	
Temito	pe Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020	

Failure to Demonstrate That Similarly Situated Comparators Were Treated Differently

DISCRIMINATION	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019		
Failure to State a Claim							
	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020		
Filing A Timely IER Charge Is A Condition Precedent to Filing a 1324b Complaint With OCAHO							
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020		
	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020		
	Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018		
	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306a	2018		
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017		
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018		
		12	ОСАНО	1305b	2018		
	Prakash Sinha v. Infosys	14	ОСАНО	1373	2020		

	TOTICAL INDEX				
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
DISCRIMINATION					
Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge					
	Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014
Form I-9 Generally	Daniel DeNardo v. WH Smith USA Travel	9	ОСАНО	1080	2002
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	510	1993
	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	590	1993
	3	ОСАНО	539	1993
Grzegirz Pioterek v. Scott Worldwide Food Service	3	ОСАНО	530	1993
Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
	7	ОСАНО	947	1997
James D. Westendorf v. Brown & Root, Inc.	3	ОСАНО	477	1992
Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	189	1990
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	522	1993
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	661	1994
Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation	4	ОСАНО	707	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	ОСАНО	891	1996
Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1035	1999
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995

Margarita Yefremov v. New York City Department of Transportation	3	OCAHO 466	1992
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO 542	1993
Michael K. Lee v. Airtouch Communications	6	OCAHO 901	1996
Ronald C. Wilson v. Harrisburg School District	6	OCAHO 919	1997
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO 882	1996
United States v. Auburn University	3	OCAHO 564	1993
United States v. General Dynamics	3	OCAHO 517	1993
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
United States v. Weld County School District	2	OCAHO 326	1991
United States v. Zabala Vineyards	6	OCAHO 844	1996
	6	OCAHO 844	1996
Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	OCAHO 999	1998

DISCRIMINATION

Individual Alleging Discrimination Has Initial Burden of Establishing Prima Facie Case

Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13 OCAHO 1321a 2019
Linda Chellouf v. Inter American University of Puerto Rico	12 OCAHO 1269 2016
Loleitha Atheria Wilson v. Waste Connections, Inc.	13 OCAHO 1315 2019
Manikandan Sivasankar v. Strategic Staffing Solutions	14 OCAHO 1354 2020
Michael Edward Johnson v. Progressive Roofing	12 OCAHO 1295 2017
Victor Guerrero v. California Department of Corrections and Rehabilitation	11 OCAHO 1264 2015
Zaji Obatala Zajradhara	14 OCAHO 1363c 2021

DISCRIMINATION

Individual's Subjective Perception of Discrimination Does Not Substitute for Evidence

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11 OCAHO 1261	2015
Nicasio Angulo v. Securitas Security Services USA, Inc.	11 OCAHO 1259	2015
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11 OCAHO 1260	2015

Inference that Discrimination Not Determinative Where Same Person Hires & Fires Within Short Time

TOPICAL INDEX				06/17/2021		
	Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	ОСАНО	1212	2014	
DISCRIMINATION						
INS Guidelines						
Technical or Procedural Verification Failures						
reclinical of Procedural Verification Failures	Daniel DeNardo v. WH Smith USA Travel	9	ОСАНО	1080	2002	
Intent To Discriminate If Person Would Have Acted	Differently But For Protected Characteristic					
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014	
Intentional						
	Ahadu Tadesse v. United States Postal Service	7	ОСАНО	979	1997	
	Benjamin Barone v. Superior Washer and Gasket Corp.	10	ОСАНО	1176	2013	
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003	
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002	

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
Jorge Mario Ipina v. Michigan Jobs Commission	8	ОСАНО	1036	1999
Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	2013
Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Raul A. Gonzalez v. Tri-Component Products, Inc.	9	ОСАНО	1118	2005
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Lasa Marketing Firms, a California Partnership	1	ОСАНО	141	1990
	1	ОСАНО	106	1989
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990

DISCRIMINATION

Intentional Discrimination If Employer Treats Some People Less Favorably Due to Prohibited Factor

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

Jurisdiction

A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
Adolfo Cruz Deguzman v. First America Bank Corporation	3	ОСАНО	585	1993
Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	535	1993
Christopher Winkler v. West Capital Financial Services	7	ОСАНО	928	1997
Cormia v. Home Care Giver Services	10	ОСАНО	1160	2012
Corneliu Curuta v. United States Water Conservation Laboratory	3	ОСАНО	459	1992
Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	ОСАНО	548	1993
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
Esther Din Brooks v. KNK Textile	3	ОСАНО	528	1993
Frank Thomas Brown v. Baltimore City Public Schools	3	ОСАНО	480	1992
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	ОСАНО	469	1992

Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
	7	ОСАНО	947	1997
	8	ОСАНО	1030	1999
Hutchinson v. GTE Data Services	7	ОСАНО	954	1997
In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1056	2000
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	ОСАНО	1022	1999
Jay S. Manning v. The City of Jacksonville	7	ОСАНО	956	1997
Jesus Morales v. Cromwell's Tavern Restaurant	3	ОСАНО	524	1993
Jose N. Hernandez v. City of Santa Ana	4	ОСАНО	663	1994
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Martin A. Holguin v. Dona Ana Fashions	3	ОСАНО	582	1993
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	639	1994
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020

	Sellaro v. Elektra Records	3	OCAHO 495	1993
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO 1379	2020
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO 1332g	2020
	United States v. Auburn University	4	OCAHO 617	1994
	Werline v. Public Service Electric & Gas Company	7	OCAHO 935	1997
	William S. Monda v. Staryhab, Inc.	8	OCAHO 1002	1998
DISCRIMINATION				
Knowledge of Citizenship Status Legitimate, Nondiscriminatory Reason	Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO 1094	2003
	Benjamin Barone v. Superior Washer and Gasket Corp.	10	OCAHO 1176	2013
	Celia Simon v. Ingram Micro, Inc.	9	OCAHO 1088	2003
	Daniel Bendig v. Conoco, Inc.	9	OCAHO 1065	2001

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	ОСАНО	1124	2007
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Kasathsko v. Internal Revenue Service	6	ОСАНО	840	1996
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019
Luigia Wiesner v. CIT Tours, Inc.	5	ОСАНО	773	1995
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	ОСАНО	1203	2013
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003

	TOTICAL INDEA			00/17/2	021
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
DISCRIMINATION					
Legitimate, Nondiscriminatory Reason for Employme	ent Decision				
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019
	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Malice Or Ill Will Is Not Required to Establish Discri	mination United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
National Origin					
	Albert Gimein v. Department of Defense & Grumman Aerospace Corporation	3	ОСАНО	503	1993

Bassey J. Udofot v. General Electric Company, Astro-Space Division	1	ОСАНО	205	1990
Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	593	1994
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	ОСАНО	526	1993
Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	535	1993
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	392	1991
	2	ОСАНО	374	1991
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1015	1998
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002

Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
	7	ОСАНО	947	1997
In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1056	2000
Jack Huang v. Queens Motel	2	ОСАНО	364	1991
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	522	1993
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	626	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	ОСАНО	891	1996
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
Maria Gordillo v. Illinois Department of Employment Security	3	ОСАНО	542	1993
Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995
Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
Michael K. Wockenfuss v. Bureau of Prisons	5	ОСАНО	767	1995
Moises Reyes v. Pilgrim Psychiatric Center	3	ОСАНО	529	1993
Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati	1	ОСАНО	128	1990
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996

	Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO 838	1996
		6	OCAHO 907	1997
	Stephen A. Lewis v. McDonald's Corporation	2	OCAHO 383	1991
	United States v. Great Earth Companies, Inc.	9	OCAHO 1070	2001
	United States v. Guardsmark	3	OCAHO 572	1993
	United States v. San Diego Semiconductors, Inc.	2	OCAHO 314	1991
	United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO 937	1997
	United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation	3	OCAHO 413	1992
DISCRIMINATION				
National Origin Discrimination				
	Zaji Obatala Zajradhara	14	ОСАНО 1363с	2021
No Mandate That U.S. Citizen Be Afforded Preferen				
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	OCAHO 1252	2015

DISCRIMINATION

Nonimmigrant H-1B visa	William S. Monda v. Staryhab, Inc.	8	ОСАНО	1002	1998
OCAHO Case Law, Unlike Title VII, Has Never Red	cognized the Disparate Impact Theory				
	Victor Guerrero v. California Department of Corrections and Rehabilitation	11	ОСАНО	1264	2015
OCAHO Does Not Have Jurisdiction to Hear Age-R	elated Discrimination Claims				
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019
OCAHO Has No Authority Over Discrimination Cla	ims Covered by Statutes Other Than Section 1324b				
	Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015

	TOTICALIADEA				
	Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
	Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015
DISCRIMINATION					
OCAHO Has No Authority to Hear Discrimination (Claim Based on Third Party's Citizenship Status				
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019
OCAHO Jurisprudence Looks To Cases Under Title	VII for General Guidance in Interpreting Section 1324b				
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
OSC, A Separate and Distinct Party, Can Pursue Con	mplaint-In-Intervention Without Charging Party				
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1252	2015

Party Invoking Jurisdiction Bears the Burden to Establish That The Court Has Jurisdiction

Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
	14	ОСАНО	1368a	2020

DISCRIMINATION

Pattern or Practice

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO 1050	2000
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO 1097	2003
Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003
United States v. Fairfield Jersey, Inc.	9	OCAHO 1069	2001
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO 601	1994
United States v. Volvo Trucks North America, Inc.	7	OCAHO 994	1998

Pattern Or Practice of Discrimination Shown If Employer Discriminates As Standard Operating Procedure

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DISCRIMINATION	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Prescreening of Employment Applicants Based on T	Their Documentation is Impermissible				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Pretext					
Tictoxt					
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
	Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
	Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019

	TOFICAL INDEX			00/1//2	021
	Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
DISCRIMINATION					
Prima Facie Case					
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Reduction in Force					
	Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
	Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003

Retaliation

Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019
Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	593	1994
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	ОСАНО	764	1995
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	668	1994
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
	4	ОСАНО	691	1994
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	ОСАНО	1124	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997

Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1056	2000
Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	14	ОСАНО	1353a	2020
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
John A. Breda v. Kindred Braintree Hospital, LLC	10	ОСАНО	1202	2013
Jorge Mario Ipina v. Michigan Jobs Commission	8	ОСАНО	1036	1999
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	ОСАНО	837	1996
Jose N. Hernandez v. City of Santa Ana	4	ОСАНО	663	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
	4	ОСАНО	626	1994
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	ОСАНО	675	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994

Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Seidou Diarrassouba v. Medallion Financial Corporation	9	ОСАНО	1076	2001
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
	13	ОСАНО	1332g	2020
United States v. Guardsmark	3	ОСАНО	572	1993
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997
United States v. Zabala Vineyards	6	ОСАНО	844	1996
	6	ОСАНО	844	1996
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

DISCRIMINATION

Section 1324b Does Not Encompass All Immigration-Related Discrimination Claims

Jayaben Patel v. USCIS Boston	14	OCAHO	1353	2020
	14	ОСАНО	1353a	2020

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

Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC	12	ОСАНО	1302	2017
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306a	2018
	13	ОСАНО	1306	2017
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015

DISCRIMINATION

Similarly Situated Comparators

Jose Pablo Martinez v. Superior Linen	10 OCAHO 1180	2013
Loleitha Atheria Wilson v. Waste Connections, Inc.	13 OCAHO 1315	2019
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10 OCAHO 1203	2013

DISCRIMINATION

Subject Matter Jurisdiction

Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	14	ОСАНО	1353a	2020
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1024	1999
Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020

TOPICAL INDEX			06/1//2	021
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	ОСАНО	1279	2016
Bunn v. USX/US Steel	7	ОСАНО	985	1998
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Christopher Winkler v. West Capital Financial Services	7	ОСАНО	928	1997
Costigan v. NYNEX	6	ОСАНО	918	1997
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997

7 OCAHO 942

7 OCAHO 939

7 OCAHO 954

1997

1997

1997

Hollingsworth v. Applied Research Associates

Hutchinson v. GTE Data Services

Hutchinson v. End Stage Renal Disease Network of Florida, Inc.

DISCRIMINATION

Tax Protester

James R. Cook v. Pro Source, Inc.	7	OCAHO 9	960	1997
Jay S. Manning v. The City of Jacksonville	7	OCAHO 9	956	1997
Kosatschkow v. Allen-Stevens Corporation	7	OCAHO 9	938	1997
Lee v. AT&T	7	OCAHO 9	924	1997
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO 9	953	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO 9	925	1997
	7	OCAHO 9	925	1997
Michael K. Lee v. Airtouch Communications	6	OCAHO 9	901	1996
Michael K. Lee v. Airtouch Communications	7	OCAHO 9	926	1997
Ronald C. Wilson v. Harrisburg School District	6	OCAHO 9	919	1997
Werline v. Public Service Electric & Gas Company	7	OCAHO 9	935	1997

DISCRIMINATION

To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13 OCAHO 1321a 2019
Linda Chellouf v. Inter American University of Puerto Rico	12 OCAHO 1269 2016
Loleitha Atheria Wilson v. Waste Connections, Inc.	13 OCAHO 1315 2019

TOPICAL INDEX	00/1//2021	
Martine Mbitaze v. City of Greenbelt	13 OCAHO 1345a 202	0
Michael Edward Johnson v. Progressive Roofing	12 OCAHO 1295 201	7
Victor Guerrero v. California Department of Corrections and Rehabilitation	11 OCAHO 1264 201	5
DISCRIMINATION		
U.S. Workers Cannot Be Discriminated Against in Favor of Foreign Workers		
United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11 OCAHO 1252 201	5
Under Section 1324b Disparate Treatment Must Be Shown		
United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11 OCAHO 1227 201	4
Victor Guerrero v. California Department of Corrections and Rehabilitation	11 OCAHO 1264 201	5
Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously		
Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11 OCAHO 1235 201	4

10 OCAHO 1190

2013

DISCRIMINATION

Whether An Employee Was Constructively Discharged is a Fact-Intensive Inquiry

Whether An Employee Was Constructively Discharged is a Fact-Intensive Inquiry				
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Who Qualifies as a Protected Individual for Citizenship Status Discrimination				
Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC	12	ОСАНО	1302	2017
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	ОСАНО	1203	2013
Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	ОСАНО	1287a	2016
	12	ОСАНО	1287	2016

Travis John Guth v. Kaiser Permanente Hawaii

DISMISSAL

Abandonment

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1252	2015
Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018
Abdul Hamid Kadir v. Regal Dental Ceramics	4	ОСАНО	598	1994
Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	622	1994
Esther Din Brooks v. Watts Window World	3	ОСАНО	570	1993
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
Martin A. Holguin v. Dona Ana Fashions	4	ОСАНО	605	1994
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
Noe Rodriguez v. Tyson Foods, Inc.	9	ОСАНО	1109	2004
Tito Ponce Chavez v. National By-Products	4	ОСАНО	620	1994
United States v. Cordin Company	10	ОСАНО	1162	2012
United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.	4	ОСАНО	656	1994
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1177	2013
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

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	Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	ОСАНО	1054	2000
	Zoila Palma v. Farley Foods	5	ОСАНО	757	1995
DISMISSAL					
Acting Lawfully Under a Regulation					
	Tanya Louise Seaver v. BAE Systems	9	ОСАНО	1111	2004
After-Acquired Information					
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
ALJ May Dismiss Complaint Without Prejudice Whe	n Service of Complaint Cannot Be Effectuated				
	Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
	United States v. Emiliano Rios-Villatoro	14	ОСАНО	1364	2020

14 OCAHO 1363c

2021

DISMISSAL

ALJ Way Require Complainant to Show Cause Why	Complaint Should Not De Dishinssed				
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
ALJ May sua sponte Dismiss Complaint For Failure t	o State a Claim				
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
Citizenship Status Claim(s)					

Zaji Obatala Zajradhara

Citizenship Status Discrimination

Benjamin Barone v. Superior Washer and Gasket Corp.	10	ОСАНО	1176	2013
Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	ОСАНО	1212	2014
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013

DISMISSAL

Citizenship Status Jurisdiction

Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1083	2002

Lee v. AT&T	7	ОСАНО	924	1997
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	ОСАНО	746	1995
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
Sanford J. Strauss v. Rite Aid Corporation	4	ОСАНО	721	1994
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

DISMISSAL

Default

Collateral Estoppel

12 OCAHO 1271

2016

DISMISSAL

Dismissal Under Rule 41(a) of the Federal Rules of Civil Procedure

	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13 OCAHO	1332g	2020
	Zaji Obatala Zajradhara v. Changxing Corporation	14 OCAHO	1356	2020
Dismissal With Prejudice Bars Any Further Proceedi	ngs Based on Identical Facts			
	United States v. Frimmel Management, LLC	12 OCAHO	1271	2017
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13 OCAHO	1271	2019
		12 OCAHO	1271	2016
		12 OCAHO	1271	2016
		12 OCAHO	1271	2016

United States v. Frimmel Management, LLS

Dismissal With Prejudice Has Both Res Judicata and Collateral Estoppel Consequences

United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
Zaji Obatala Zajradhara v. Changxing Corporation	14	ОСАНО	1356	2020

DISMISSAL

Dismissal With Prejudice is the Equivalent of a Decision on the Merits

Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016

United States v. Frimmel Management, LLC d/b/a Uncle Sam's	12 OCAHO 1271	2016
United States v. Frimmel Management, LLS	12 OCAHO 1271	2016
United States v. Sahara Wireless International, Inc.	11 OCAHO 1262	2015
Zaji Obatala Zajradhara v. Changxing Corporation	14 OCAHO 1356	2020

DISMISSAL

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

United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
United States v. Sahara Wireless International, Inc.	11	ОСАНО	1262	2015

Documents Attached to Complaint Considered Part of Complaint

	A.S. v. Neiman Marcus Group	13	OCAHO 1323	2020
	Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.		OCAHO 1321	2019
DISMISSAL				
Even Under Liberal Pleading Standards, Claims Lac	king Adequate Basis Must Be Dismissed			
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	OCAHO 1282	2016
Factors Polyvent to the Consideration of a Motion to	Digmigg Without Projudice			
Factors Relevant to the Consideration of a Motion to	Dismiss without Prejudice			
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО 1332g	2020
Failure to Comply With ALJ Orders May Warrant D	Dismissal			
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО 1388	2021

Failure to Respond							
DISMISSAL	United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1177	2013		
Failure to Respond to an Order May Be Deemed an Abandonment of a Party's Complaint							
	United States v. Ferrantino Fuel Corp.	13	ОСАНО	1335	2020		
Failure To Respond to an Order May Be Deemed an A	Abandonment of a Party's Request for a Hearing						
	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020		
	United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020		
	United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015		

Failure to State a Claim

A.S. v. Discover Financial Services, LLC	12 OCAHO 1292 2016
Alex J. Montalvo v. Kering Americas, Inc.	14 OCAHO 1350 2020
Amadeo Gonzalez v. Phoenix Motor Company	3 OCAHO 410 1992
Aurelia Forden v. Dr. Lothar Griessbach	5 OCAHO 735 1995
Aurelio Galindo v. Smithfield Foods & Yuma County	14 OCAHO 1369 2020
Brenda Bent v. Brotman Medical Center Pulse Health Services	5 OCAHO 764 1995
Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13 OCAHO 1321 2019
Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.	1 OCAHO 275 1990
Christopher Winkler v. Timlin Corporation	6 OCAHO 912 1997
Costigan v. NYNEX	6 OCAHO 918 1997
Daniel Cavazos v. Wanxiang America Corporation	10 OCAHO 1138 2011
Earl Russel Horne v. Town of Hampstead	6 OCAHO 906 1997
Elizabeth Klimas v. Department of Treasury	3 OCAHO 419 1992
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4 OCAHO 612 1994
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7 OCAHO 934 1997
Frank Thomas Brown v. Baltimore City Public Schools	3 OCAHO 480 1992
Grzegirz Pioterek v. Scott Worldwide Food Service	3 OCAHO 530 1993

Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	ОСАНО	469	1992
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jarvis v. AK Steel	7	ОСАНО	930	1997
Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	ОСАНО	537	1993
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation	4	ОСАНО	707	1994
Lee v. AT&T	7	ОСАНО	924	1997
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Sellaro v. Elektra Records	3	ОСАНО	495	1993
	3	ОСАНО	461	1992
Susan K. Horst v. Juneau School District City and Borough of Juneau	7	ОСАНО	957	1997
United States v. Azteca Restaurant, Northgate	1	ОСАНО	33	1988

United States v. Capitol A	1rts & Frames, Inc.	1	ОСАНО	229	1990
United States v. Garcia-C	Guaneros	13	ОСАНО	1334	2020
Wartan Bozoghlanian v. 1	Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Werline v. Public Service	Electric & Gas Company	7	ОСАНО	935	1997
DISMISSAL					
Final Order of Dismissal Based on Abandonment Analogous to Entry of Default	Judgment				
United States v. Arctic Ai Rosa Rodriguez	r Conditioning & Heating, Inc., Cesar Rodriguez and	13	ОСАНО	1341	2020
United States v. Pita Pit I	Bakery, LLC	13	ОСАНО	1339	2020
United States v. Vilardo V	⁷ ineyards	11	ОСАНО	1248	2015
Frivolous Complaint					
Daniel Ojeda-Ojeda v. Bo	ooth Farms, L.P.	9	ОСАНО	1121	2006
Hutchinson v. End Stage	Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO 577	1993
Adolfo Cruz Deguzman v. First America Bank Corporation	3	OCAHO 585	1993
Ahmad S. Elhajomar v. City and County of Honolulu	1	OCAHO 246	1990
Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	OCAHO 1033	1999
Aranka M. Palancz v. Cedars Medical Center	3	OCAHO 443	1992
Bassey J. Udofot v. 88 Vapor Technologies	3	OCAHO 506	1993
Bassey J. Udofot v. General Electric Company, Astro-Space Division	1	OCAHO 205	1990
Bassey J. Udofot v. Kaman Sciences Corporation	1	OCAHO 208	1990
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO 526	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO 406	1992
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO 547	1993
	3	OCAHO 535	1993
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO 392	1991
Cristina Escalante v. California Commerce Bank	1	OCAHO 64	1989

Earl Russel Horne v. Town of Hampstead	6	OCAHO 884	1996
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	OCAHO 203	1990
Errol Williams v. Lucas & Associates	2	OCAHO 357	1991
	1	OCAHO 272	1990
Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche	1	OCAHO 222	1990
Esther Din Brooks v. Watts Window World	3	OCAHO 558	1993
Eusebio Huesca v. Rojas Bakery	4	OCAHO 654	1994
Fordjour v. General Dynamics	1	OCAHO 286	1991
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO 500	1993
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO 484	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO 476	1992
Hector Cascante v. Kayak Club	1	OCAHO 223	1990
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	OCAHO 144	1990
Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	OCAHO 192	1990
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	OCAHO 432	1992
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 227	1990
	1	OCAHO 214	1990

Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 266	1990
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO 524	1993
Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service	1	OCAHO 188	1990
John C. Grodzki v. OOCL, Inc.	1	OCAHO 295	1991
Juan Antonio Cardona Godinez v. Armguard Security Patrol	3	OCAHO 490	1993
Lazaro Antonio Arrieta v. Michigan Employment Security Commission	3	OCAHO 471	1992
LeEdwards v. Kumagai International USA Corporation	4	OCAHO 609	1994
Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.	1	OCAHO 160	1990
Manuel Garcia v. Watertown Nurseries	1	OCAHO 233	1990
Marcelino Rivera v. Trees Now, Inc.	1	OCAHO 234	1990
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO 562	1993
Maria Guzman v. Guardian Electric Manufacturing Company	3	OCAHO 546	1993
Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)	3	OCAHO 508	1993
Marian Ryba v. Temple Steel Company	1	OCAHO 289	1991
Michael Williamson v. Autorama, Inc.	1	OCAHO 174	1990
Moises Reyes v. Pilgrim Psychiatric Center	3	OCAHO 529	1993

Roman Udala v. New York State Department of Education	4	OCAHO 633	1994
Sellaro v. Elektra Records	3	OCAHO 495	1993
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO 481	1993
Tina B. Boyd v. Amzi Sherling, DDS	6	OCAHO 916	1997
Troncoso v. Ferlin Service Industries	1	OCAHO 110	1989
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 391	1991
United States v. Auburn University	4	OCAHO 658	1994
United States v. Azteca Restaurant, Northgate	1	OCAHO 33	1988
United States v. Bayley's Quality Seafoods, Inc.	1	OCAHO 249	1990
United States v. Broadway Tire, Inc.	1	OCAHO 250	1990
United States v. Casa Orozco, Inc.	1	OCAHO 92	1989
United States v. Commander Construction, Inc. t/a Commander Construction Company	1	OCAHO 32	1988
United States v. Cristina Galeas	5	OCAHO 790	1995
United States v. Farmers Insurance Group of Companies	1	OCAHO 22	1988
United States v. Francisco's Restaurant, Inc.	1	OCAHO 206	1990
United States v. Guillermo Perales d/b/a Mexican Bakery	2	OCAHO 320	1991
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO 681	1994

United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO 264	1990
United States v. Jupiter Crab Company Restaurant	1	OCAHO 6	1988
United States v. Law Offices of Manulkin, Glaser & Bennett	1	OCAHO 100	1989
United States v. Lectro Tek Services, Inc.	1	OCAHO 172	1990
United States v. Leticia Cruz-Mandoza	5	OCAHO 750	1995
United States v. Lighthouse Restaurant	1	OCAHO 7	1988
United States v. Marcos Iniguez-Casillas	6	OCAHO 870	1996
United States v. McDonnell Douglas Corporation	2	OCAHO 351	1991
	3	OCAHO 507	1993
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO 202	1990
United States v. Ramada Inn Old Town	1	OCAHO 103	1989
United States v. Redi-Cut Foods, Inc.	4	OCAHO 659	1994
United States v. Simon Osagie Iyawe	5	OCAHO 744	1995
United States v. Sizzler Restaurants International, Inc.	2	OCAHO 325	1991
United States v. Sparky's Waterfront Saloon, Inc.	1	OCAHO 126	1990
United States v. Tenampa Ballroom	1	OCAHO 38	1988
United States v. Victor Hugo Baches-Corado	3	OCAHO 571	1993

	TOTICAL INDEX			00/1//2	.021
	United States v. Visit USA Bureau - San Francisco, Inc.	1	ОСАНО	155	1990
	Wartan Bozoghlanian v. Hughes Radar Systems Group	5	ОСАНО	741	1995
DISMISSAL					
In Considering Motion to Dismiss, ALJ Must View 0	Complaint in Light Most Favorable to Complainant				
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Issue of Subject Matter Jurisdiction May Be Raised	Sua Sponte by the Court				
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Joint Motion					
	LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994

Jurisdiction

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	ОСАНО	1033	1999
Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1083	2002
Lee v. AT&T	7	ОСАНО	924	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	ОСАНО	850	1996
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

DISMISSAL

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

Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	ОСАНО	1336	2020
Mark Scheller Hooper v. Intel Corporatiion	13	ОСАНО	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	ОСАНО	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	ОСАНО	1329	2019
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	ОСАНО	1325	2019
Zaji Obatala Zajradhara v. Changxing Corporation	14	ОСАНО	1356	2020

National Origin Claim(s)

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

National Origin Discrimination

National Origin Jurisdiction

DISMISSAL

Kevin Raffay v. Western Digital	10	ОСАНО	1159	2012
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	ОСАНО	1033	1999
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Martin A. Holguin v. Dona Ana Fashions	3	ОСАНО	582	1993

13 OCAHO 1345a

2020

Martine Mbitaze v. City of Greenbelt

Michael K. Wockenfuss v. Bureau of Prisons	5	ОСАНО	767	1995
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997

DISMISSAL

OCAHO Rules Do Not Specifically Cover Voluntary Dismissal By The Complainant

Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	ОСАНО	1336	2020
Mark Scheller Hooper v. Intel Corporatiion	13	ОСАНО	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	ОСАНО	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	ОСАНО	1329	2019
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	ОСАНО	1325	2019
Zaji Obatala Zajradhara v. Changxing Corporation	14	ОСАНО	1356	2020

DISMISSAL

Opportunity to	Respond to ALJ's	s Potential sua s	ponte Dismissal

Opportunity to Respond to ALJ's Potential sua sponte Dismissal						
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020	
Persons Protected						
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002	
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994	
Respondent						
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994	

Retaliation

	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
DISMISSAL					
Service					
	United States v. Mayfly Fashion, Inc.	6	ОСАНО	894	1996
Settlement					
	A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
	A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
	Azia Aityahia v. Sabena Airline Training Center, Inc.	9	ОСАНО	1122	2006
	LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
	United States v. California Mantel, Inc.	10	ОСАНО	1168	2013
	United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes	6	ОСАНО	921	1997
	United States v. IBP, Inc.	5	ОСАНО	766	1995
	United States v. Torres Mexican Food, Inc.	4	ОСАНО	596	1994

DISMISSAL

Subject Matter Jurisdiction

United States v. Turner's Japanese Auto Repair	8	ОСАНО	1009	1998
Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
Christopher Winkler v. West Capital Financial Services	7	ОСАНО	928	1997
Costigan v. NYNEX	6	ОСАНО	918	1997
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Hutchinson v. GTE Data Services	7	ОСАНО	954	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	ОСАНО	1022	1999
Jay S. Manning v. The City of Jacksonville	7	ОСАНО	956	1997

Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	14	ОСАНО	1353a	2020
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	ОСАНО	923	1997
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. American Airlines	8	ОСАНО	1044	2000
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	ОСАНО	1054	2000
Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016

Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12 OCAHO 1279 2016
Werline v. Public Service Electric & Gas Company	7 OCAHO 935 1997
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14 OCAHO 1382 2020
Armando Huberth Crespo v. FAMSA, Inc.	13 OCAHO 1337 2019
	13 OCAHO 1337 2019
Benjamin Barone v. Superior Washer and Gasket Corp.	10 OCAHO 1176 2013
Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13 OCAHO 1321a 2019
Chao v. McDonnell Douglas Corporation	6 OCAHO 824 1995
Guy Santiglia v. Sun Microsystems, Inc.	9 OCAHO 1110 2004
Jack N. Toussaint v. Tekwood Data Processing Consulting	6 OCAHO 892 1996
Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10 OCAHO 1187 2013
Jose Pablo Martinez v. Superior Linen	10 OCAHO 1180 2013
Jose R. Lima v. New York City Department of Education	10 OCAHO 1128 2009

DISMISSAL

Summary Decision

Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996
	6	ОСАНО	861	1996
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
Christopher Winkler v. West Capital Financial Services	7	ОСАНО	928	1997
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Hutchinson v. GTE Data Services	7	ОСАНО	954	1997
Jay S. Manning v. The City of Jacksonville	7	ОСАНО	956	1997
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997

DISMISSAL

Tax Protester

	IOPICAL INDEX		00/1//20	021
L	onnie W. Hogenmiller v. Lincare, Inc. 7	ОСАНО	953	1997
DISMISSAL				
Timeliness				
Jo	oseph E. Sabol v. Northern Michigan University 9	ОСАНО	1107	2004
K	Tosatschkow v. Allen-Stevens Corporation 7	ОСАНО	938	1997
U	Inited States v. Performance Printing Corporation 5	ОСАНО	779	1995
Treated as Motion for Summary Decision Where Eviden	ace Outside Pleadings is Considered			
U	Inited States v. Split Rail Fence Company, Inc.	ОСАНО	1216	2015
	11	ОСАНО	1216	2014
Untimely Filing				
A	shwani Goel v. Indotronix Internation Corporation 9	ОСАНО	1102	2003

Ernestina C. Lopez v. James Jung, Hallmark Cleaners	10	ОСАНО	1171	2013
Galdino Casillas Garcia v. McCarron Electric Company	5	ОСАНО	747	1995
Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Joan A. Lardy v. United Airlines, Inc.	6	ОСАНО	843	1996
Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
Julian Sahagun v. Bend-Pack, Inc.	5	ОСАНО	809	1995
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	ОСАНО	726	1995
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1188	2013
Sall v. Wal-Mart Stores, Inc.	10	ОСАНО	1161	2012
Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	ОСАНО	999	1998
Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	ОСАНО	1336	2020
Mark Scheller Hooper v. Intel Corporatiion	13	ОСАНО	1330	2019

DISMISSAL

Voluntary Dismissal by Complainant

06/17/2021 TOPICAL INDEX

	Mark Scheller Hooper v. Nokia Corporatiion	13	ОСАНО	1328	2019
	Mark Scheller Hooper v. Skyworks, Inc.	13	ОСАНО	1329	2019
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
	Zaji Obatala Zajradhara v. Changxing Corporation	14	ОСАНО	1356	2020
DISMISSAL					
When Considering Motion to Dismiss, Court Limits	Analysis to the Four Corners of the Complaint				
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
With Prejudice					
With Prejudice	Eusebio Huesca v. Rojas Bakery	4	ОСАНО	654	1994

Linda S. Walker v. United Airlines, Inc.	6	ОСАНО	856	1996
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Tulin E. Mangir v. TRW, Inc.	4	ОСАНО	672	1994
United States v. Auburn University	4	ОСАНО	658	1994
United States v. Redi-Cut Foods, Inc.	4	ОСАНО	659	1994
Zaji Obatala Zajradhara v. Changxing Corporation	14	ОСАНО	1356	2020
Abdul Hamid Kadir v. Regal Dental Ceramics	4	ОСАНО	598	1994
Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	ОСАНО	1336	2020
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
Mark Scheller Hooper v. Intel Corporatiion	13	ОСАНО	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	ОСАНО	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	ОСАНО	1329	2019

DISMISSAL

Without Prejudice

	TOTICAL INDUA				-
	Tulin E. Mangir v. TRW, Inc.	4	ОСАНО	672	1994
	United States v. Emiliano Rios-Villatoro	14	ОСАНО	1364	2020
	United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	ОСАНО	1325	2019
DOCUMENT ABUSE					
Acceptable Documents					
	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
	Michael Edward Johnson v. Progressive Roofing	12	ОСАНО	1295	2017
Analyzed Under McDonnell Douglas Burden-Shifting	g Framework Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Back Pay					
	United States v. Acosta, Inc. d/b/a McDonald's	7	ОСАНО	961	1997

DOCUMENT ABUSE	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994
Citizenship Status					
	Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
		12			
	Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
		9	ОСАНО	1066	2001
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
	Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018
Citizenship Status Discrimination					
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	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003

06/17/2021 TOPICAL INDEX

DOCUMENT ABUSE

Civil N	Money !	Penalty
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Civil Money Penalty					
	United States v. The Beverly Center	5	ОСАНО	762	1995
Definition					
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Discrimination					
	Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
	Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003

IOPICAL INDEX				00/1//2	021		
	United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996		
	Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997		
DOCUMENT ABUSE							
Document Abuse Can Occur At Any Time During the Hiring Process							
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020		
Document Abuse Claim Based on Citizenship Status May Be Raised Only By Protected Individuals							
	Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019		
	Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC	12	ОСАНО	1302	2017		
	Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017		
	Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018		

Document Abuse is Inherently an Unfair Immigration-Related Employment Practice

	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
		13	ОСАНО	1345a	2020
DOCUMENT ABUSE					
Documents					
	United States v. Acosta, Inc. d/b/a McDonald's	7	ОСАНО	961	1997
	United States v. Acosta, Inc. d/b/a McDonald's	7	ОСАНО	961	1997
	United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	ОСАНО	900	1996
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
	United States v. IBP, Inc.	8	ОСАНО	1021	1999
Elements Required to Establish a Claim of Document	Abuse				
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
		13	ОСАНО	1345a	2020

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

	R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
DOCUMENT ABUSE					
Failure to State a Claim					
	Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
	Costigan v. NYNEX	6	ОСАНО	918	1997
	Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
	James R. Cook v. Pro Source, Inc.	7	ОСАНО	960	1997
	Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
	Lee v. AT&T	7	ОСАНО	924	1997
	Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
	Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
	Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011
R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1040	2000
	8	ОСАНО	1040	2000

DOCUMENT ABUSE

Form I-9

Daniel DeNardo v. WH Smith USA Travel

9 OCAHO 1080 2002

Generally

Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
James D. Westendorf v. Brown & Root, Inc.	3	ОСАНО	477	1992
Michael K. Lee v. Airtouch Communications	6	ОСАНО	888	1996
United States v. A.J. Bart, Inc.	3	ОСАНО	538	1993
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	ОСАНО	900	1996
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Guardsmark	3	ОСАНО	572	1993
United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1148	2012
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
United States v. Zabala Vineyards	6	ОСАНО	830	1995

DOCUMENT ABUSE

Illegal Immigration Reform and Immigrant Responsibility Act of 1996

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

DOCUMENT ABUSE

Intent Requirement					
	Celia Simon v. Ingram Micro, Inc.	9	OCAHO 1	088	2003
Intent to Discriminate					
	Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO 1	190	2013
	United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1	095	2003
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	OCAHO 1	227	2014
Jurisdiction					
	Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО 6	512	1994
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO 1	085	2002
	Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO 9	023	1997

06/17/2021 TOPICAL INDEX

Lee v. AT&T	7	ОСАНО	924	1997	
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997	
	7	ОСАНО	925	1997	
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996	
United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996	
	4	ОСАНО	594	1994	
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994	
DOCUMENT ABUSE					
National Origin					
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017	
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002	
No Document Abuse Where Employer Asked Only for Valid Documents, Not More or Different Documents					
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020	

DOCUMENT ABUSE

No Evidence That Er	nnlover Requested	Documents for a	Discriminatory Reason
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No Evidence That Employer Requested Documents for a Discriminatory Reason					
	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
No Prima Facie Case of Document Abuse When Employer's Actions are Compliant With the Law					
	Michael Edward Johnson v. Progressive Roofing	12	ОСАНО	1295	2017
Persons Protected					
	Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
	Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
		4	ОСАНО	601	1994

TOTICAL INDEX				00/1//2021	
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	ОСАНО	880	1996
DOCUMENT ABUSE					
Prima Facie Case					
	Carlos Alberto Martinez v. Noah's New York Bagels, Inc.	6	ОСАНО	917	1997
	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
	Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
		9	ОСАНО	1066	2001
	Jarvis v. AK Steel	7	ОСАНО	930	1997
	Michael Edward Johnson v. Progressive Roofing	12	ОСАНО	1295	2017
	Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
Requirements to Establish a Claim of Document Abu	se				
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020

Tax Protester

Bunn v. USX/US Steel	7	OCAHO 9	985	1998
Christopher Winkler v. Timlin Corporation	6	OCAHO 9	912	1997
Christopher Winkler v. West Capital Financial Services	7	OCAHO 9	928	1997
Costigan v. NYNEX	6	OCAHO 9	918	1997
Earl Russel Horne v. Town of Hampstead	6	OCAHO 9	906	1997
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 9	934	1997
Hollingsworth v. Applied Research Associates	7	OCAHO 9	942	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO 9	939	1997
Hutchinson v. GTE Data Services	7	OCAHO 9	954	1997
Jay S. Manning v. The City of Jacksonville	7	OCAHO 9	956	1997
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO 9	923	1997
Lee v. AT&T	7	OCAHO 9	924	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO 9	925	1997
	7	OCAHO 9	925	1997
Michael K. Lee v. Airtouch Communications	6	OCAHO 9	901	1996

	TOPICAL INDEX			06/17/2	.021
	Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
DOCUMENT FRAUD					
Burden of Proof					
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
		14	ОСАНО	1349	2020
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
	United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
		14	ОСАНО	1380a	2021
Cease and Desist					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021

DOCUMENT FRAUD

Claims of Visa Fraud or Document Fraud Must Be Brought by the Government					
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Denial of Motion to Dismiss Document Fraud Comp	plaint				
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
Deportation					
	United States v. Kaday Musu Thoronka	5	ОСАНО 7	725	1995
	United States v. Orlando Diaz-Rosas	4	ОСАНО 7	702	1994
	United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО (652	1994

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Dismissal					
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
DOCUMENT FRAUD					
Evidence Required to Establish a Violation of 8 U.	S.C. Section 1324c				
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
		14	ОСАНО	1380a	2021
Failure to State a Claim					
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020

Fine				
	United States v. Maria Sourovova	8	OCAHO 1020	1998
	United States v. Orlando Diaz-Rosas	4	OCAHO 702	1994
DOCUMENT FRAUD				
Form I-9				
	United States v. David Segura-Sataray	4	OCAHO 703	1994
	United States v. Maria Teresa De Jesus Morales-Martinez	5	OCAHO 727	1995
		5	OCAHO 727	1995
	United States v. Mourad Abu Remileh	5	OCAHO 724	1995
		5	OCAHO 724	1995
	United States v. Simon Osagie Iyawe	5	OCAHO 744	1995
Generally				
	United States v. Armando Alvarez-Suarez	6	OCAHO 862	1996

United States v. Armando Alvarez-Suarez	6	OCAHO 862	1996
United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez	5	OCAHO 732	1995
	5	OCAHO 732	1995
United States v. Kaday Musu Thoronka	5	OCAHO 725	1995
United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO 24	1988
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO 96	1989
United States v. Marisol Chavez-Ramirez	5	OCAHO 774	1995
United States v. Mireya Pedraza-Guzman	5	ОСАНО 792	1995
United States v. Monica Zapata-Cosio	5	OCAHO 822	1995
United States v. Pedro Dominguez	8	OCAHO 1000	1998
	7	OCAHO 972	1997
	8	OCAHO 1000	1998
	7	OCAHO 972	1997
United States v. Renato Parondo Jaque	6	OCAHO 823	1995
	6	OCAHO 823	1995
United States v. Roberto C. Davila	7	OCAHO 936	1997
	7	OCAHO 936	1997

06/17/2021 TOPICAL INDEX

1 OCAHO 96

1989

DOCUMENT FRAUD

Government Bears the Burden of Proving All Elements of an 8 U.S.C. Section 1324c C	laim
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Government Bears the Burden of Proving All Elements of an 8 U.S.C. Section 1324c Claim								
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020			
		14	ОСАНО	1349	2020			
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021			
In Section 1324c Cases, ALJ May Use a Judgmental	In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount							
	United States v. Leticia Velarde	14	ОСАНО	1384	2020			
Knowledge								
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020			
	United States v. Felipe De Leon-Valenzuela	8	ОСАНО	1004	1998			

United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm

	TOTTCHE INDEX				
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Maria Sourovova	7	ОСАНО	987	1998
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
		14	ОСАНО	1380a	2021
DOCUMENT FRAUD					
Liability					
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
OCAHO Has Jurisdiction Over Visa Fraud Claims, E	But Such Claims Must be Brought by the Government				

14 OCAHO 1350

2020

Alex J. Montalvo v. Kering Americas, Inc.

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c

	TOTTCAL INDEA				
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
		14	ОСАНО	1349	2020
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
		14	ОСАНО	1380a	2021
Pote	ential Mitigtion Factors in Section 1324c Cases				

Respondent Must Present Evidence in Support of Potential Mitigtion Factors in Section 1324c Cases

United States v. Leticia Velarde 14 OCAHO 1384 2020

Sale of Fraudulent Documents Is A Serious Violation

DOCUMENT FRAUD

United States v. Leticia Velarde 14 OCAHO 1384 2020

Section 1324c Applies to Individuals Who Present Fraudulent Documents to Obtain Private Employment

	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
DOCUMENT FRAUD					
Summary Decision					
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
		14	ОСАНО	1349	2020
	United States v. Felipe De Leon-Valenzuela	7	ОСАНО	993	1998
	United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
		14	ОСАНО	1380a	2021
Under Section 1324c, ALJ Must Impose a Penalty f	For Each Document for Which a Violation is Found				
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020

Unlabled Identification Document Attached to Complaint Is Not Enough to Establish Liability				
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО 1349	2020
DOCUMENT FRAUD				
Who Can Bring a Claim of Document Fraud				
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО 1350	2020
DOCUMENTS				
A Restricted Social Security Card is Not Sufficient to	to Establish Employment Authorization			
	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО 1354	2020
Acceptable				
	United States v. Acosta, Inc. d/b/a McDonald's	7	OCAHO 961	1997
	United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003

DOCUMENTS

Documents Presented for Employment Eligibility Verification Must Be Valid and No	t Expired
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Documents Presented for Employment Eligibility Verification Must Be Valid and Not Expired					
	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Form I-94					
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
Generally					
	United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО	358	1991
		2	ОСАНО	358	1991
	United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	ОСАНО	845	1996
	United States v. Chums Corporation	6	ОСАНО	842	1996
		6	ОСАНО	842	1996

· ·	United States v. Gloria Fashions, Inc.	6	ОСАНО	839	1996
		6	ОСАНО	839	1996
· ·	United States v. Renato Parondo Jaque	6	ОСАНО	823	1995
		6	ОСАНО	823	1995
l	United States v. SDI Industries, Inc.	3	ОСАНО	465	1992
	United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО	563	1993
DOCUMENTS					
No Document Abuse Where Employer Asked Only for	Valid Documents, Not More or Different Documents				
1	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Privilege Claim					
U	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
l	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Į.	United States v. Ramada Inn Old Town	1	ОСАНО	103	1989

	United States v. Ramada Inn Old Town	1	OCAHO 105	1989
DOUBLE JEOPARDY	United States v. SDI Industries, Inc.	3	OCAHO 465	1992
Defense(s)				
	United States v. Pedro Dominguez	6	ОСАНО 876	1996
		6	OCAHO 876	1996
		6	OCAHO 876	1996
		6	OCAHO 876	1996
Generally				
	United States v. Alberto Noriega-Perez	6	OCAHO 859	1996
	United States v. Armando Alvarez-Suarez	4	OCAHO 655	1994

Penalties

	United States v. Alberto Noriega-Perez	6	OCAHO 859	1996
DUTY				
Employee				
	United States v. El Paso Hospitality, Inc.	5	OCAHO 737	1995
Employer(s)				
	United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
	United States v. Burns and Intra-Continental Enterprises	5	OCAHO 768	1995
	United States v. David Jenkins	5	OCAHO 743	1995
	United States v. Davis Nursery, Inc.	4	OCAHO 694	1994
	United States v. El Paso Hospitality, Inc.	5	OCAHO 737	1995
	United States v. El Paso Hospitality, Inc.	5	OCAHO 737	1995
	United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO 670	1994
	United States v. Karnival Fashion, Inc.	5	OCAHO 769	1995

	IUFICAL INDEA			00/1//20	021
	United States v. R&M Fashion, Inc.	6	ОСАНО	826	1995
DUTY					
Employers Do Not Have to Complete I-9s for Employe	res Hired Prior to the Effective Date of IRCA				
Form I-9					
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
		11	ОСАНО	1217	2014
Form I-9					
	United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
i	United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	886	1996
i	United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
i	United States v. GRS, Inc. d/b/a Gasket Engineering	4	ОСАНО	627	1994
i	United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994

Generally

	United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. United States v. Wood 'N Stuff	3	OCAHO 583 OCAHO 574	1993 1993
EDUCATION				
Generally				
	United States v. Bayley's Quality Seafoods, Inc.	1	OCAHO 238	1990
Mitigation				
EIGHTH AMENDMENT	United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO 625	1994
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

EIGHTH AMENDMENT

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

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

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

Errors In Employee's Information in E-Verify					
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019
Final Nonconfirmation					
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019
Participation in E-Verify Doesn't Exempt Employer F	from Completing, Retaining and Producing I-9s				
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016
	United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
		10	ОСАНО	1214	2014
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1228	2014

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

Tentative Nonconfirmation			
EMPLOYEES	Loleitha Atheria Wilson v. Waste Connections, Inc.	13 OCAHO 1315	2019
Defined As Persons Who Provide Services or Labor	for Wages or Other Remuneration		
	United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239	2014
	United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251	2015
	United States v. Leed Construction, Megan Burkholder	11 OCAHO 1237	2014
Definition			
	United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239	2014
	United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251	2015
	United States v. Leed Construction, Megan Burkholder	11 OCAHO 1237	2014

	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1228	2014
	United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014
EMPLOYEES					
Employee Defined as Individual Who Provides Serv	ices or Labor for an Employer for Wages or Other Remuneration				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1228	2014
Function of Individual Within Entity is Determinative	ve of Employee Status				
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014

EMPLOYEES

Generally

Grandfathered

Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1035	1999
Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	ОСАНО	945	1997
United States v. Anodizing Industries, Inc.	10	ОСАНО	1184	2013
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
	11	ОСАНО	1217	2014
United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1195	2013

Hearsay

EMPLOYEES	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
Independent Contractor Determination Looks to Res	gulation, OCAHO Cases and Federal Agency Law				
	United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services	11	ОСАНО	1257	2015
Independent Contractor(s)					
	United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services	11	ОСАНО	1257	2015
	Victor B. Palma v. Alufase USA, LLC	10	ОСАНО	1213	2014
Individual Not an Employee Where There Is a Show	ving of Ownership and Control Over the Enterprise				
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1228	2014

TOPICAL INDEX			06/17/2	2021			
United States v. Visiontron Corp.	13	ОСАНО	1348	2020			
EMPLOYEES							
Loss of Grandfathered Status							
United States v. Anodizing Industries, Inc.	10	ОСАНО	1184	2013			
Mere Name on List or I-9 Without Proof of Remuneration Insufficient to Prove Employment							
United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014			
United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014			
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017			
Must Look At Indivudual's Level of Control Within Entity to Determine Whether Employee							
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014			

EMPLOYEES

National Origin							
	Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995		
National Origin Claim(s)							
	Cormia v. Home Care Giver Services	10	ОСАНО	1160	2012		
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	ОСАНО	891	1996		
	Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996		
Neither Form of Entity Nor Individual's Title is I	Neither Form of Entity Nor Individual's Title is Determinative of Employee Status						
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014		

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

United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251	2015
United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10 OCAHO 1208	2014
United States v. Visiontron Corp.	13 OCAHO 1348	2020

EMPLOYEES

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

United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services 11 OCAHO 1257 2015

Work Authorization

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

EMPLOYER PRACTICES

Burden of Proof

	Corneliu Curuta v. Tomball College	9	ОСАНО 1099	2003
EMPLOYER PRACTICES				
Compliance with Employer Sanctions				
	United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003
	United States v. Robison Fruit Ranch, Inc.	6	OCAHO 855	1996
	United States v. Walden Station, Inc.	8	OCAHO 1053	2000
	Wisniewski v. Douglas County School System	1	OCAHO 29	1988
Continuing Violation(s)				
	Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO 348	1991
	Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO 1036	1999
	Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
	United States v. Curran Engineering Company, Inc.	7	OCAHO 975	1997
	United States v. Fairfield Jersey, Inc.	9	OCAHO 1069	2001

United States v. Mesa Airlines	1	ОСАНО 7	74	1989
	1	OCAHO 7	74	1989
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO 4	129	1992
	2	OCAHO 4	400	1989
United States v. Weld County School District	2	OCAHO 3	326	1991
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO 5	535	1993
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO 1	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO 1	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO 1	1090	2003
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО (512	1994
Esther Din Brooks v. Watts Window World	3	OCAHO 5	558	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 5	595	1994
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO 1	1081	2002

3 OCAHO 582

1993

Martin A. Holguin v. Dona Ana Fashions

EMPLOYER PRACTICES

Discharge

Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020

EMPLOYER PRACTICES

Discrimination

Corneliu Curuta v. Tomball College	9	OCAHO 10	99 2003
Corneliu Curuta v. Tomball College	9	OCAHO 10	99 2003
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO 10	77 2001
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO 10	77 2001
Dinko Sefic v. Marconi Wireless	9	OCAHO 11	23 2007
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 93	4 1997
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO 94	7 1997
	7	OCAHO 94	7 1997
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO 96	4 1997
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO 10	36 1999

Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Luigia Wiesner v. CIT Tours, Inc.	5	ОСАНО	773	1995
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Guardsmark	4	ОСАНО	614	1994
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997
Carlos Alberto Martinez v. Noah's New York Bagels, Inc.	6	ОСАНО	917	1997

EMPLOYER PRACTICES

Document Abuse

Carlos Alberto Martinez v. Noah's New York Bagels, Inc.	6	OCAHO 917	1997
Christopher Winkler v. Timlin Corporation	6	OCAHO 912	1997
Costigan v. NYNEX	6	OCAHO 918	1997
Earl Russel Horne v. Town of Hampstead	6	OCAHO 906	1997

Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 934	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO 892	1996
Maria Fuentes v. Grace Culinary Systems	6	OCAHO 873	1996
Roman Udala v. New York State Department of Education	4	OCAHO 633	1994
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO 748	1995
United States v. The Beverly Center	5	OCAHO 762	1995
United States v. Zabala Vineyards	6	OCAHO 830	1995

EMPLOYER PRACTICES

Documents

Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
Fordjour v. General Dynamics	1	ОСАНО	286	1991
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
James D. Westendorf v. Brown & Root, Inc.	3	ОСАНО	477	1992
Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	189	1990

Michael K. Lee v. Airtouch Communications	6	OCAHO 888	1996
Omar Egal v. Sears Roebuck & Company	3	OCAHO 442	1992
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO 383	1991
United States v. A.J. Bart, Inc.	3	OCAHO 538	1993
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO 141	1990
	1	OCAHO 106	1989
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO 141	1990
	1	OCAHO 106	1989
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
United States v. Robison Fruit Ranch, Inc.	6	OCAHO 855	1996
United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation	3	OCAHO 413	1992
United States v. Weld County School District	2	OCAHO 326	1991
United States v. Zabala Vineyards	6	OCAHO 830	1995

EMPLOYER PRACTICES

Generally

Earl Russel Horne v. Town of Hampstead

6 OCAHO 906

1997

EMPLOYER PRACTICES

Hire/Hiring

Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO 9	922	1997
United States v. The Beverly Center	5	OCAHO 7	762	1995
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO 5	550	1993
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 9	934	1997
Esther Din Brooks v. Watts Window World	3	OCAHO 5	558	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO 1	1127	2008
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO 1	1094	2003
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО 6	561	1994
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO 4	197	1993
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO 8	382	1996
United States v. Aid Maintenance Company, Inc.	7	OCAHO 9	951	1997
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1	1095	2003
United States v. Mesa Airlines	1	OCAHO 7	74	1989

1 OCAHO 74

1989

	TOTICAL INDEA			00/1//2	2021
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
EMPLOYER PRACTICES					
Knowledge					
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
Pattern or Practice					
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
	United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	594	1994
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	601	1994
Prescreening					
	United States v. Lasa Marketing Firms, a California Partnership	1	ОСАНО	141	1990
		1	ОСАНО	106	1989

	TOTICAL INDEA			00/17/2	2021
	United States v. Marcel Watch Corporation	1	ОСАНО	143	1990
EMPLOYER PRACTICES					
Reduction in Force					
	Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
	Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Retaliation					
	Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	593	1994
	Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	547	1993
		3	ОСАНО	535	1993
	Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
		4	ОСАНО	691	1994
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997

Gurpreet Sodhi v. Maricopa County Special Health Care District	9	ОСАНО	1124	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	562	1993
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997
United States v. Southwest Marine Corporation, a California Corporation	3	ОСАНО	429	1992

7 OCAHO 988

1998

United States v. Haim Co., Inc.

EMPLOYER PRACTICES

Summary Decision

Knowledge of Employer

EMPLOYER PRACTICES/REDUCTION IN FORCE

Summary Decision

·				
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1100	2003
EMPLOYER(S)				
Burden of Proof				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO 785	1995
	Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO 569	1993
	Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 595	1994
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO 891	1996
	Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО 778	1995
	United States v. Marcel Watch Corporation	1	OCAHO 143	1990
	Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO 660	1994

Definition

	Natasha Dionne Humphries v. PalmOne	9	OCAHO 1112	2004
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO 1135	2010
	United States v. Ronning Landscaping, Inc.	10	OCAHO 1149	2012
	United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO 937	1997
EMPLOYER(S)				
Duty				
	United States v. R&M Fashion, Inc.	6	OCAHO 826	1995
Generally				
	Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO 675	1994
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO 600	1994
	United States v. General Dynamics	3	OCAHO 517	1993

Independent Contractor(s)				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO 945	1997
EMPLOYER(S)				
Individual Capacity				
	Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO 1074	2001
	Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO 639	1994
Knowledge				
	Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO 1094	2003
	United States v. Sunshine Building Maintenance, Inc.	7	OCAHO 997	1998

Responsibility

		0		1004	2002
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
	United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996
	United States v. The Beverly Center	5	ОСАНО	762	1995
EMPLOYER(S)					
Successorship Liability					
	Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
	United States v. Jonel, Inc.	7	ОСАНО	967	1997
	United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	ОСАНО	1291	2016
	United States v. Spring & Soon Fashion, Inc.	7	ОСАНО	982	1997
Union(s)					
	Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	ОСАНО	107	1989

4 OCAHO 611

1994

Unnamed or Fictitiously-named Respondent					
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
EMPLOYMENT					
Authorization					
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1075	2001
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
	United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994
	United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
	United States v. Monica Zapata-Cosio	5	ОСАНО	822	1995
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003

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

Continue to Employ

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

EMPLOYMENT

Definition

United States v. Cafe Camino Real, Inc.	2	ОСАНО	307	1991
United States v. David Jenkins	4	ОСАНО	649	1994
United States v. Dubois Farms, Inc.	2	ОСАНО	376	1991
United States v. Ronning Landscaping, Inc.	10	ОСАНО	1149	2012
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	ОСАНО	412	1993

Discrimination

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

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
Johnson v. Florida Power Corporation	7	OCAHO 981	1997
Johnson V. Flortaa Fower Corporation	/	OCAHO 961	1997
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO 369	1991
United States v. Christie Automotive Products	2	OCAHO 361	1991
United States v. Davis Nursery, Inc.	4	OCAHO 694	1994
United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery	1	OCAHO 256	1990
United States v. El Paso Hospitality, Inc.	5	OCAHO 737	1995
United States v. El Paso Hospitality, Inc.	5	OCAHO 737	1995
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO 321	1991
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO 627	1994
United States v. Halshan, Inc. d/b/a California Pacific	1	OCAHO 278	1990
United States v. Hilario Rodriguez, Jr.	1	OCAHO 276	1990

EMPLOYMENT

Employee

United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO 195	1990
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	1	OCAHO 218	1990
United States v. Mario Saikhon, Inc.	1	OCAHO 279	1990
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO 1090	2003
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. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 358	1991
	2	OCAHO 358	1991
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO 200	1990
United States v. Big Bear Market	1	OCAHO 48	1989
United States v. Boo Bears Den	1	OCAHO 71	1989
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO 151	1990

EMPLOYMENT

Apparent or Implied Authority

Employer(s)

United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO 1	151	1990
United States v. Burns and Intra-Continental Enterprises	5	OCAHO 7	768	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО 6	508	1994
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО 6	508	1994
United States v. Corporate Loss Prevention Associates, Ltd.	6	OCAHO 8	386	1996
United States v. David Jenkins	4	ОСАНО 6	549	1994
United States v. Davis Nursery, Inc.	4	ОСАНО 6	594	1994
United States v. Dubois Farms, Inc.	2	осано з	376	1991
United States v. Dubois Farms, Inc.	1	OCAHO 2	242	1990
United States v. El Paso Hospitality, Inc.	5	OCAHO 7	737	1995
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO 5	592	1994
United States v. Giamblis Enterprises	5	OCAHO 8	317	1995
United States v. Giannini Landscaping, Inc.	3	OCAHO 5	573	1993
United States v. GRS, Inc. d/b/a Gasket Engineering	4	ОСАНО 6	527	1994
United States v. Guillermo Perales d/b/a Mexican Bakery	2	осано з	320	1991
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО 6	570	1994
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO 1	195	1990

United States v. Karnival Fashion, Inc.	5	OCAHO 769	1995
United States v. Land Coast Insulation, Inc.	2	OCAHO 379	1991
United States v. Land Coast Insulation, Inc.	2	OCAHO 379	1991
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO 130	1989
United States v. Manuel Orozco-Minjares	4	OCAHO 606	1994
United States v. Mester Manufacturing Company	1	OCAHO 18	1988
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	OCAHO 154	1990
United States v. New El Rey Sausage Company	1	OCAHO 78	1989
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO 377	1991
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO 427	1992
	2	OCAHO 377	1991
United States v. Oscar Chacon, Sr.	3	OCAHO 578	1993
United States v. Oscar Chacon, Sr.	3	OCAHO 578	1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO 354	1991
United States v. Richard Bakovic	3	OCAHO 482	1991
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO 91	1989
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO 91	1989

United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	91	1989
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	ОСАНО	138	1990
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	ОСАНО	138	1990
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	ОСАНО	409	1992
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	ОСАНО	782	1995
United States v. Wood 'N Stuff	3	ОСАНО	574	1993
United States v. YES Industries d/b/a Soft Touch Carwash	1	ОСАНО	198	1990
Cormia v. Home Care Giver Services	10	ОСАНО	1160	2012
Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC	10	ОСАНО	1134	2010
United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996

EMPLOYMENT

Evidence

Generally

United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Honeybake Farms, Inc.	2	ОСАНО	311	1991
United States v. Mr. Z Enterprise	1	ОСАНО	288	1991
United States v. Power Operating Company	3	ОСАНО	580	1993
United States v. Ricardo Calderon, Inc.	6	ОСАНО	832	1996
	6	ОСАНО	832	1996
United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1195	2013
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	ОСАНО	309	1991
United States v. Mr. Z Enterprise	1	ОСАНО	288	1991

EMPLOYMENT

Grandfathered Employees

Independent Contractor(s)

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

United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 828	
	6	OCAHO 828	

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

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, 3 OCAHO 583 1993

1995

1995

1997

7 OCAHO 931

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

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

EMPLOYMENT

Knowledge

	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016		
EMPLOYMENT							
Seasonal Agricultural Workers							
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005		
	United States v. Hilario Rodriguez, Jr.	1	ОСАНО	276	1990		
	United States v. Ralph Sanchez, Labor Contractor	1	ОСАНО	58	1989		
EMPLOYMENT AUTHORIZATION							
A Restricted Social Security Card is Not Sufficient to Establish Employment Authorization							
	Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020		
Documents							
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1075	2001		

IOFICAL INDEA			00/17/20	/21
Michael K. Lee v. Airtouch Communications	6	OCAHO 8	388	1996
Roman Udala v. New York State Department of Education	4	ОСАНО 6	533	1994
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1	1095	2003
United States v. Robison Fruit Ranch, Inc.	6	OCAHO 8	355	1996
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO 1	1090	2003
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO 1	1085	2002
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO 1	1094	2003

5 OCAHO 773

6 OCAHO 861

6 OCAHO 855

1995

1996

1996

EQUAL ACCESS TO JUSTICE ACT

EMPLOYMENT AUTHORIZATION

Generally

Luigia Wiesner v. CIT Tours, Inc.

United States v. Hyatt Regency Lake Tahoe

United States v. Robison Fruit Ranch, Inc.

[&]quot;Substantially Justified" EAJA Standard Does Not Apply in Private Cases Under Section 1324b

	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
EQUAL ACCESS TO JUSTICE ACT					
Generally					
	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	ОСАНО	761	1995
	Charo's Corporation arona Charo's Residurant 7. Chirea States	7	ОСАНО		1997
	United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО	382	1991
		2	ОСАНО	391	1991
	United States v. Charo's Corporation d/b/a Charo's Restaurant	3	ОСАНО	467	1992
		3	ОСАНО	402	1992
		3	ОСАНО	401	1992
	United States v. G.L.C. Restaurant d/b/a Capriccio Restaurant	3	ОСАНО	439	1992
	United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	2	ОСАНО	389	1991
		1	ОСАНО	270	1990
		1	ОСАНО	216	1990
	United States v. Mourad Abu Remileh	6	ОСАНО	864	1996

	TOTICAL INDEA		00/	7,2021
	United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	OCAHO 308	1991
EQUAL ACCESS TO JUSTICE ACT				
Prevailing Party				
	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO 761	1995
Reasonableness Standard				
	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO 761	1995
Substantial Justification				
Substantial Justinication				
EQUITABLE TOLLING	Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO 761	1995

TOPICAL INDEX			06/17/20	021
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
	14	ОСАНО	1370	2020
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
Ephrain Manuel Berlanga v. Butterball Company	4	ОСАНО	669	1994
Galdino Casillas Garcia v. McCarron Electric Company	5	ОСАНО	747	1995
Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Jack N. Toussaint v. Telewood Data Processing Consulting	6	ОСАНО	802	1996

EQUITABLE TOLLING

180-Day Period

Jack N. Toussaint v. Tekwood Data Processing Consulting OCAHO 892 1996 Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering OCAHO 648 1994 Joan A. Lardy v. United Airlines, Inc. OCAHO 595 1994 Joseph E. Sabol v. Northern Michigan University 9 OCAHO 1107 2004 Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014 Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company 4 OCAHO 695 1994

EQUITABLE TOLLING

5/10 Year Rule

Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	OCAHO 726	1995
Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	OCAHO 711	1994
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO 653	1994
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO 660	1994

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

Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

Available Where Party Prevented From Filing By Wrongful Conduct of Opponent

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

EQUITABLE TOLLING

Charge

Ephrain Manuel Berlanga v. Butterball Company	4	ОСАНО	669	1994
Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
United States v. Auburn University	4	ОСАНО	602	1994
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	ОСАНО	695	1994
	4	ОСАНО	653	1994
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

EQUITABLE TOLLING

Complaint

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	ОСАНО	1033	1999
Ashwani Goel v. Indotronix Internation Corporation	9	ОСАНО	1102	2003
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1188	2013
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	601	1994
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Com	pany 4	ОСАНО	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	ОСАНО	1235	2014
EQUITABLE TOLLING					
Equitable Estoppel					
	Ashwani Goel v. Indotronix Internation Corporation	9	ОСАНО	1102	2003
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Equitable Tolling Does Not Extend to Garden Varie	ty Claim of Excusable Neglect United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015
Equitable Tolling is Rare Remedy Available Only W	Where Requesting Party Exercised Due Diligence Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	1.4	• ОСАНО	13700	2020
	Aviii 3. Green, iii v. Au Desert Appuunces u/o/u ADA Repuir, Inc.	14	OCAHO	13/0a	2020

	Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018
	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306a	2018
		13	ОСАНО	1306	2017
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
	United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015
	United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
EQUITABLE TOLLING					
Equitable Tolling May Apply If the Charging Party	Γimely Filed a Change in the Wrong Forum				
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Equitable Tolling of Charge Filing Period					
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.		ОСАНО		2020
	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020

06/17/2021 TOPICAL INDEX

TOTICAL INDEX				00/17/2	021	
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017	
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018	
		12	ОСАНО	1305b	2018	
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018	
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019	
EQUITABLE TOLLING						
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020	
	Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018	
	Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014	
Generally						
	Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	ОСАНО	1033	1999	
	Anthony F. Lundy v. OOCL, Inc.	1	ОСАНО	215	1990	

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
Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche	1	OCAHO 258	1990
John C. Grodzki v. OOCL, Inc.	1	OCAHO 295	1991
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO 1036	1999
Jose N. Hernandez v. City of Santa Ana	4	OCAHO 674	1994
Juan J. Salcido v. New-Way Pork Company	3	OCAHO 425	1992
Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
Michael K. Wockenfuss v. Bureau of Prisons	5	OCAHO 767	1995
Moises Reyes v. Pilgrim Psychiatric Center	3	OCAHO 529	1993
Roman Udala v. New York State Department of Education	4	OCAHO 633	1994
United States v. Mesa Airlines	1	OCAHO 74	1989
	1	OCAHO 74	1989
United States v. Weld County School District	2	OCAHO 326	1991
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO 1037	1999
Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	OCAHO 999	1998

06/17/2021 TOPICAL INDEX

EQUITABLE TOLLING

May Be Available Where Party Prevented From Timely Filing by Circumstances Beyond Party's Control				
United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
Memorandum of Understanding (MOU)				
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
United States v. Auburn University	4	ОСАНО	617	1994
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996

4 OCAHO 617

1994

Mere Ignorance of Filing Requirements Does Not Justify Equitable Tolling							
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020		
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020		
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018		
EQUITABLE TOLLING							
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	ОСАНО	1305	2017		
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018		
		12	ОСАНО	1305b	2018		
Notification							
	Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004		
	Sara Caspi v. William J. Hoffman and Trigild Corporation	7	ОСАНО	991	1998		

United States v. Auburn University

EQUITABLE TOLLING

Pro Se

Anthony F. Lundy v. OOCL, Inc.	1	ОСАНО	215	1990
Ashwani Goel v. Indotronix Internation Corporation	9	ОСАНО	1102	2003
Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018
Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	ОСАНО	548	1993
Emil Anis Halim v. Accu-Labs Research, Inc.	3	ОСАНО	474	1992
John C. Grodzki v. OOCL, Inc.	1	ОСАНО	295	1991
	1	ОСАНО	243	1990
Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
Juan J. Salcido v. New-Way Pork Company	3	ОСАНО	425	1992

Pro Se Status Alone Is Not Sufficient to Justify Equitable Tolling

	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
EQUITABLE TOLLING					
Requires Showing of Extraordinary Circumstances					
		10	OCAHO	1100	2012
	Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1100	2013
Time Computation(s)					
	Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
	Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1188	2013

	Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	ОСАНО	999	1998		
EQUITABLE TOLLING							
Where Employer Resists Producing Information to Office of Special Counsel							
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013		
ESTOPPEL							
Collateral							
	Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	ОСАНО	746	1995		
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994		
	United States v. Power Operating Company	3	ОСАНО	580	1993		
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003		
Equitable							
Ечиналь							
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994		

TOPICAL INDEX			06/17/2021			
	United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994	
ESTOPPEL						
Estoppel Against the Government Not Created Merely	y by Silence or Delay					
	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015	
Estoppel Must at a Minimum Be Premised Upon Som	e Affirmative Government Misconduct					
	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015	
Generally						
	Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1047	2000	
	Hernandez v. Farley Candy Company	5	ОСАНО	765	1995	
	In re Investigation of ABM Industries, Subpoena	5	ОСАНО	763	1995	

14 OCAHO 1370b

2021

ESTOPPEL

Admonishment of a Party for Misconduct

Government Is Virtually Impervious to Claims of Equitable Estoppel				
	United States v. Hartmann Studios, Inc.	11	OCAHO 1255	2015
Government May Not Be Estopped on the Same Terr	ns as Other Litigants			
	United States v. Hartmann Studios, Inc.	11	ОСАНО 1255	2015
Judicial				
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО 1092	2003
ETHICAL CONDUCT				

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

ETHICAL CONDUCT

Applicable State Bar and ABA Model Rules	Provide Guidance on Ethio	cal Issues in OCAHO Proceedings

Applicable State Bar and ABA Model Rules Provide Guidance on Ethical Issues in OCAHO Proceedings						
	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	ОСАНО	1246	2015	
Deviation From Standards of Ethical Conduct May Lead to Dismissal of Complaint						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	
Ethics Rules Require Counsel to Cite to Known Auth	nority Contrary to Client's Position					

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and 11 OCAHO 1246 2015 Construction

Failure to Provide Adequate Legal Support of Claims Renders a Pleading Deficient

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and 11 OCAHO 1246 2015 Construction

ETHICAL CONDUCT

Frivolous Filing					
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
Generally					
	United States v. McDonnell Douglas Corporation	2	ОСАНО	351	1991
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1079	2002
	United States v. The Beverly Center	5	ОСАНО	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	ОСАНО	1246	2015

Party Misconduct May	Warrant Adverse	Credibility Finding
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Party Misconduct May Warrant Adverse Credibility Finding						
ETHICAL CONDUCT	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО 1	1370b	2021	
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	ОСАНО 1	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	ОСАНО 1	1246	2015	
Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct						
	United States v. Chen Wilmington, Inc.	11	OCAHO 1	1241	2015	

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ETHICAL CONDUCT	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11 ОСАН	O 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 OCAH	O 1326a	2019			
		13 OCAH	O 1326	2019			
	United States v. Chen Wilmington, Inc.	11 OCAH	O 1241	2015			
E-VERIFY							
Acceptable Documents							
	Michael Edward Johnson v. Progressive Roofing	12 OCAH	O 1295	2017			

Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation

TOPICAL INDEX			06/17/2021					
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13 ОСАНО	1315	2019				
E-VERIFY								
Employers Enrolled in E-Verify May Only Accept List B Document Containing a Photograph								
	Michael Edward Johnson v. Progressive Roofing	12 OCAHO	1295	2017				
Errors In Employee's Information in E-Verify								
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13 OCAHO	1315	2019				
Failure to Use Voluntary E-Verify System Creates N	o Inference of Good or Bad Faith							
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 ОСАНО	1307	2017				

Federal Contractors

IOPICAL INDEX			00/1//2021				
	Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013		
E-VERIFY							
Final Nonconfirmation							
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019		
Participation in E-Verify Doesn't Exempt Employer	From Completing, Retaining and Producing I-9s						
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016		
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016		
Tentative Nonconfirmation							
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019		
EVIDENCE							

Admissibility

Admissibility					
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
EVIDENCE					
Affidavit May Help Authenticate Evidence to Suppor	rt a Motion for Summary Decision				
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
Affidavit(s)					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
	Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
	Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002

Martha Diaz v. Pacific Maritime Association	9	ОСАНО	1108	2004
United States v. Dolly Boman Irani	6	ОСАНО	860	1996
United States v. Esther Flores-Martinez	5	ОСАНО	733	1995
United States v. Fortune East Fashion, Inc.	7	ОСАНО	977	1997
United States v. Leonor Yolanda Ortiz	6	ОСАНО	863	1996
United States v. Leticia Velarde	14	ОСАНО	1384	2020
United States v. March Construction, Inc.	10	ОСАНО	1158	2012
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

EVIDENCE

After Government Meets Burden of Proof, Respondent Must Introduce Evidence to Rebut

United States v. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit							
	United States v. Chen Wilmington, Inc.	11 OCAHO) 1241	2015			
EVIDENCE							
Asserting Party Bears Burden of Establishing Privile	ege						
	United States v. Rose Acre Farms, Inc.	12 OCAHO) 1285a	2018			
		12 OCAHO	1285	2016			
Authentication							
	Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9 OCAHO	0 1081	2002			
	United States v. Leticia Velarde	14 OCAHO	1384	2020			
	United States v. Sanchita Bhattacharya	14 OCAHO	1380	2020			
		14 OCAHO) 1380a	2021			

06/17/2021 TOPICAL INDEX

Awareness of Citizenship Status					
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
EVIDENCE					
Burden of Production May Shift to Respondent to Co.	ntrovert Government's Evidence				
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. Durable, Inc.	11	ОСАНО	1231	2014
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
Burden of Proof					
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	577	1993
	Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	ОСАНО	526	1993
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	460	1992
	Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	ОСАНО	550	1993

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Elizabeth Klimas v. Department of Treasury	3	ОСАНО	419	1992
Florinda Kattan v. Union League Club of Chicago	3	ОСАНО	586	1993
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	ОСАНО	144	1990
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jack Huang v. Queens Motel	2	ОСАНО	364	1991
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
John R. Alvarez v. Interstate Highway Construction	3	ОСАНО	430	1992
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Juan Francisco Martinez v. Lott Constructors, Inc.	2	ОСАНО	323	1991
Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	626	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	ОСАНО	891	1996
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996

Marian Ryba v. Temple Steel Company	1	ОСАНО	289	1991
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
	3	ОСАНО	519	1993
Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Noemi Barragan-Mandujano Romo v. Todd Corporation	1	ОСАНО	25	1988
	1	ОСАНО	25	1988
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	ОСАНО	457	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
Stephen Salerno v. ICL Retail Systems, Inc.	3	ОСАНО	481	1993
United States v. A.J. Bart, Inc.	3	ОСАНО	538	1993
United States v. Alvand, Inc. d/b/a 410 Diner	2	ОСАНО	352	1991
	2	ОСАНО	352	1991
United States v. A-Plus Roofing, Inc.	1	ОСАНО	209	1990

United States v. Auburn University	4	ОСАНО	662	1994
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	ОСАНО	200	1990
United States v. Cafe Camino Real, Inc.	2	ОСАНО	307	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	ОСАНО	369	1991
United States v. Christie Automotive Products	2	ОСАНО	361	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	123	1990
United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	ОСАНО	81	1989
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Dubois Farms, Inc.	2	ОСАНО	376	1991
United States v. Exim, Inc. and Jaime Monardes, Individually	3	ОСАНО	591	1993
United States v. H&H Saguaro Specialists	10	ОСАНО	1144	2012
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	1	ОСАНО	218	1990
United States v. Juan V. Acevedo	1	ОСАНО	95	1989
United States v. Leonor Yolanda Ortiz	6	ОСАНО	889	1996
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	ОСАНО	309	1991
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	ОСАНО	130	1989
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990

United States v. March Construction, Inc.	10	ОСАНО	1158	2012
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. New El Rey Sausage Company	1	ОСАНО	66	1989
United States v. Noel Plastering & Stucco, Inc.	2	ОСАНО	377	1991
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	ОСАНО	583	1993
United States v. Robert Marnul d/b/a Lamont Street Grill	3	ОСАНО	441	1992
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. San Diego Semiconductors, Inc.	2	ОСАНО	314	1991
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	ОСАНО	407	1992
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	91	1989
	1	ОСАНО	104	1989
United States v. Stanford Sign and Awning, Inc.	10	ОСАНО	1145	2012
United States v. The Beverly Center	5	ОСАНО	762	1995
United States v. Weld County School District	2	ОСАНО	326	1991

	United States v. Weymoor Investments, Limited Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	1	OCAHO 56 OCAHO 660	1989 1994
EVIDENCE	Wisniewski v. Douglas County School System	1	OCAHO 29	1988
Citizenship Status				
	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО 1086	2002
Confidential Settlement Communications Generally	Are Not Admissible			
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO 1332d	2020
Credibility				
	Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO 1104	2004
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 661	1994

	United States v. Felipe De Leon-Valenzuela	8	ОСАНО	1004	1998			
EVIDENCE								
Data Not Shown to Expert or Used to Prove Case Is Not Relevant Evidence								
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018			
		12	ОСАНО	1285	2016			
Direct Evidence								
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003			
	Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011			
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003			
Disparate Treatment								
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993			

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1050	2000
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
	3	ОСАНО	470	1992
Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1024	1999
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

EVIDENCE

Document Abuse

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

EVIDENCE

Documentary Evidence					
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
Employer's Failure to Maintain Required Records Just	stifies Inference Supporting Complainant's Case				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Equitable Tolling					
	Ashwani Goel v. Indotronix Internation Corporation	9	ОСАНО	1102	2003
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994

Evidence Inadmissable Under Federal Rules of Evidence Is Not Necessarily Excluded in OCAHO Cases

TOPICAL INDEX		06/17/2021			
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019	
EVIDENCE					
Evidence Necessary to Establish Prima Facie Case of Discrimination					
Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019	
Evidence Obtained by Unauthorized Subpoenas Not Considered					
Alvin J. Griffîn, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	
Evidence Related to Summary Decision Must Be Presented by Means Designed to Ensure Reliability					
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020	
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020	
United States v. Leticia Velarde	14	ОСАНО	1384	2020	
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020	

06/17/2021 TOPICAL INDEX United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021 Zaji Obatala Zajradhara 14 OCAHO 1363c 2021 **EVIDENCE** Evidence Required to Establish a Violation of 8 U.S.C. Section 1324c United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020 United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020 **Exhibits** Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 2003 Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence

Armando Huberth Crespo v. FAMSA, Inc.

13 OCAHO 1337

13 OCAHO 1337

2019

2019

TOFICAL INDEX				00/1//20	021
Unite	ed States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
Unite	ed States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
Unite	ed States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	ed States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM taging	11	ОСАНО	1253	2015
Zaji (Obatala Zajradhara	14	ОСАНО	1363c	2021
EVIDENCE					
Failure to Demonstrate That Similarly Situated Comparators Were Treated Differently **Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.** 13 OCAHO 14 OCAHO 15 OCAHO 16 OCAHO 17 OCAHO 18				1321a	2019
Federal Rules of Evidence Are Used as a General Guide in OCAHO Proceedings					

13 OCAHO 1332b

2019

Temitope Ogunrinu v. Law Resources

Generally

Anna J. Flores v. Daniel Dry Cleaners	4	OCAHO 693	1994
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO 535	1993
	3	OCAHO 549	1993
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 635	1994
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO 569	1993
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 450	1992
Jose Jasso v. Danbury Hilton & Towers	3	OCAHO 522	1993
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO 1081	2002
Leonid Naginsky v. Department of Defense	5	OCAHO 813	1995
Linda S. Walker v. United Airlines, Inc.	6	OCAHO 856	1996
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO 1024	1999
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO 778	1995
Roman Udala v. New York State Department of Education	4	OCAHO 633	1994
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 828	1995
	6	OCAHO 828	1995
United States v. Applied Computer Technology	2	OCAHO 367	1991
	2	OCAHO 367	1991

United States v. Armando Alvarez-Suarez	4	OCAHO 69	99 1994
United States v. Armando Alvarez-Suarez	6	OCAHO 8	62 1996
	6	OCAHO 8	62 1996
United States v. Cafe Camino Real, Inc.	1	OCAHO 2	24 1990
United States v. David Jenkins	5	OCAHO 7	1995
United States v. Dolly Boman Irani	6	OCAHO 8	60 1996
United States v. Dubois Farms, Inc.	2	OCAHO 3	76 1991
United States v. Guardsmark	4	OCAHO 6	14 1994
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 5	12 1993
United States v. Kumar	6	OCAHO 83	33 1996
	6	OCAHO 83	33 1996
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO 1	73 1990
	1	OCAHO 18	87 1990
United States v. Martin Palominos-Talavera	6	OCAHO 89	96 1996
United States v. R & C Tours (Guam), Inc.	2	OCAHO 39	93 1989
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO 74	48 1995
United States v. Scandia Interiors, Inc.	1	OCAHO 2	71 1990

	TOTTC/IL ITIDEA		00/1//-	
	United States v. Sergio Alaniz d/b/a Sagunada	1	ОСАНО 297	1991
		1	OCAHO 245	1990
	United States v. Westwind Farms, Inc.	1	OCAHO 171	1990
	United States v. Weymoor Investments, Limited	1	OCAHO 56	1989
	United States v. Zabala Vineyards	6	OCAHO 830	1995
EVIDENCE				
Government Must Prove Aggravating Factor by Prep	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО 1093	2003
Government Must Flove Aggravating ractor by Flep	onderance of Evidence			
	United States v. Natural Environmental, Inc.	10	ОСАНО 1197	2013

Hearsay

Joan A. Lardy v. United Airlines, Inc.	3	ОСАНО	450	1992
Martha Diaz v. Pacific Maritime Association	9	ОСАНО	1108	2004
United States v. Cafe Camino Real, Inc.	1	ОСАНО	224	1990
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Dubois Farms, Inc.	2	ОСАНО	376	1991
United States v. Fortune East Fashion, Inc.	7	ОСАНО	977	1997
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	ОСАНО	512	1993
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	ОСАНО	166	1990
United States v. Mohammed Noorealam	5	ОСАНО	753	1995
United States v. Mr. Z Enterprise	1	ОСАНО	288	1991
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	368	1991
United States v. Sergio Alaniz d/b/a Sagunada	1	ОСАНО	297	1991
United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	ОСАНО	191	1990

	IUPICAL INDEX			00/1//2	021
United	d States v. YES Industries d/b/a Soft Touch Carwash	[(ОСАНО	198	1990
EVIDENCE					
Hearsay Permitted in OCAHO Proceedings					
	Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools 1 pas and or California Pools and Landscape	0 (ОСАНО	1187	2013
•	•	2 (ОСАНО	1286	2016
Information Not Officially Noticed May Be Admissible Under	er General Evidentiary Standards				
United	d States v. Psychosomatic Fitness	4 (ОСАНО	1387	2021
Knowledge					
Juan M	Manuel Alamprese v. MNSH, Inc.) (ОСАНО	1094	2003
United	d States v. Haim Co., Inc.	7 (ОСАНО	988	1998
United	d States v. Sanchita Bhattacharya	4 (ОСАНО	1380	2020

06/17/2021 TOPICAL INDEX

EVIDENCE

			~ .	1
Mo	tion.	to	Stri	ke.

Motion to Strike					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
No Basis for Relief Where Subjective Allegations are	Unsupported by Specific, Concrete Evidence				
J					
	Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	ОСАНО	1212	2014
Party Seeking Consideration of Equitable Factor Bear	rs Burden of Presenting Supporting Evidence				
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014
Possible Means of Authenticating Documents					
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020

EVIDENCE

Preponderance of the Evidence Standard

George Suchta v. United States Postal Service	2	OCAHO 327	1991
Irma Leticia Sosa v. United States Postal Service	1	OCAHO 115	1989
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO 675	1994
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO 778	1995
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO 77	1989
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO 481	1993
United States v. McDonnell Douglas Corporation	4	OCAHO 676	1994
Wisniewski v. Douglas County School System	1	OCAHO 29	1988
Yves Nguyen v. ADT Engineering, Inc.	3	OCAHO 489	1993

Prima Facie Case

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	ОСАНО	526	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	ОСАНО	406	1992
Carlos Alberto Martinez v. Noah's New York Bagels, Inc.	6	ОСАНО	917	1997
Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	ОСАНО	550	1993
Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1050	2000
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	ОСАНО	203	1990
Elizabeth Klimas v. Department of Treasury	3	ОСАНО	419	1992
Errol Williams v. Lucas & Associates	2	ОСАНО	357	1991
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	ОСАНО	144	1990

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Jack Huang v. Queens Motel	2	ОСАНО	364	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
John R. Alvarez v. Interstate Highway Construction	3	ОСАНО	430	1992
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Jorge Mario Ipina v. Michigan Jobs Commission	8	ОСАНО	1036	1999
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	522	1993
Jose Ortega v. Vermont Bread	3	ОСАНО	475	1993
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	562	1993
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Marian Ryba v. Temple Steel Company	1	ОСАНО	289	1991
Martin A. Holguin v. Dona Ana Fashions	3	ОСАНО	582	1993
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009

Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Nripendra S. Dhillon v. Regents of the University of California	3	ОСАНО	497	1993
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	ОСАНО	457	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	ОСАНО	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
Sellaro v. Elektra Records	3	ОСАНО	495	1993
United States v. General Dynamics	3	ОСАНО	517	1993
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	ОСАНО	414	1992
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	ОСАНО	407	1992
United States v. Weld County School District	2	ОСАНО	326	1991
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

EVIDENCE

2017

12 OCAHO 1296

Proponent of Documentary Evidence Must Authenticate Documents

Proponent of Documentary Evidence Must Authentic	cate Documents					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020	
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020	
		14	ОСАНО	1380a	2021	
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021	
EVIDENCE						
Record(s) of Proceeding						
	Anna J. Flores v. Daniel Dry Cleaners	4	ОСАНО	693	1994	
	Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	176	1990	
Reports of Unaccepted Settlement Offers Are Generally Not Admissible As Evidence						
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020	

United States v. 3679 Commerce Place, Inc.

EVIDENCE

Request to Strike Inadmissable Evidence						
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13 OCAHC	1332d	2020		
Similarly Situated Comparators	Loleitha Atheria Wilson v. Waste Connections, Inc.	13 OCAHO	1215	2019		
	Lotetina Ameria witson v. waste Connections, Inc.	13 OCAHO	1313	2019		
Strict Technical Rules of Evidence Are Somewhat Relaxed in Administrative Proceedings						
	United States v. Sanchita Bhattacharya	14 OCAHO	1380	2020		
Sufficiency						
Sufficiency		10 OCANO	1170	2012		
	United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10 OCAHO	1178	2013		

	United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	ОСАНО	1179	2013
EVIDENCE					
Sufficiency of Evidence Supporting Motion for Sum	mary Decision				
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
Summary Decision					
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО :	577	1993
	Bassey J. Udofot v. 88 Vapor Technologies	3	ОСАНО :	506	1993
	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
	Chao v. McDonnell Douglas Corporation	6	OCAHO (824	1995
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO :	568	1993

Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1050	2000
Esther Din Brooks v. Watts Window World	3	ОСАНО	570	1993
Florinda Kattan v. Union League Club of Chicago	3	ОСАНО	586	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
United States v. March Construction, Inc.	10	ОСАНО	1158	2012
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
United States v. The Beverly Center	5	ОСАНО	762	1995
United States v. Walden Station, Inc.	8	ОСАНО	1053	2000
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

EVIDENCE

Suppress

United States v. David Jenkins	5 C	OCAHO 743	1995
--------------------------------	-----	-----------	------

4 OCAHO 649 1994

Unsigned Affidavits

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

EX PARTE COMMUNICATION(S)

Disclosure of Ex Parte Communication

	TOPICAL INDEX			06/17/	2021
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
	Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324	1
EX PARTE COMMUNICATION(S)					
Fairness and Opportunity to be Heard Warrant Disclo	sure of Ex Parte Communication				
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
Fairness and Opportunity to be Heard Warrant Disclo	sure of Ex Parte Communications				
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
Generally					
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
	Stephen A. Lewis v. Ogden Services	2	ОСАНО	384	1991

EX PARTE COMMUNICATION(S)

Opposing Party Provided (Opportunity to Respond to Ex Parte Communication
- FF	FF

Opposing Party Provided Opportunity to Respond to Ex Parte Communication						
v. Easter Seals-Goodwill Northern Rocky 1:	осано	1388	2021			
y of Richmond, VA	ОСАНО	1324	1			
te of Hawaii, Department of Education 6	ОСАНО	922	1997			
Procedural Advice from OCAHO Staff May Constitute Prohibited Ex Parte Communications						
c. 14	ОСАНО	1385	2021			
t)	ty of Richmond, VA 13 te of Hawaii, Department of Education 6 unications	ty of Richmond, VA 13 OCAHO the of Hawaii, Department of Education 6 OCAHO unications	ty of Richmond, VA 13 OCAHO 1324 the of Hawaii, Department of Education 6 OCAHO 922 unications			

Protective Order(s)

TOPICAL INDEX			00/1//2	.021	
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1079	2002
EX PARTE COMMUNICATION(S)					
Service					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	645	1994
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	854	1996
	United States v. Red Lobster	4	ОСАНО	631	1994
Strong Presumption Against Ex Parte Communicatio	ns				
Strong Tresumption Against DAT are Communication					
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
Withdrawal					
	United States v. Green Plaza, Inc.	4	ОСАНО	618	1994

06/17/2021 TOPICAL INDEX

4 OCAHO 612

1994

EXCEPTIONS

Acting Lawfully Under a Law				
	Audrey Murtano v. C. R. England, Inc.	9	OCAHO 1116	2005
	Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO 500	1993
	Kasathsko v. Internal Revenue Service	6	OCAHO 840	1996
	United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO 429	1992
Generally				
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО 1115	2005
	United States v. General Dynamics	3	OCAHO 517	1993
EXCESSIVE DOCUMENTS				
Employer Practice(s)				

Elizabeth S. Mengarpuan v. Asbury Methodist Village

	TOPICAL INDEX		00/	/1//2021
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 934	1997
EXCESSIVE DOCUMENTS				
0 11				
Generally				
	Christopher Winkler v. Timlin Corporation	6	OCAHO 912	1997
	James D. Westendorf v. Brown & Root, Inc.	3	OCAHO 477	1992
	United States v. A.J. Bart, Inc.	3	OCAHO 538	1993
	United States v. Acosta, Inc. d/b/a McDonald's	7	OCAHO 961	1997
	United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO 414	1992
	United States v. Robison Fruit Ranch, Inc.	6	OCAHO 855	1996
	United States v. Weld County School District	2	OCAHO 326	1991
EXECUTIVE ORDERS				
C 11 .				
Generally				
	United States v. Sizzlin Hot Restaurant	2	OCAHO 395	1990

FAILURE TO STATE A CLAIM

ALJ May Require Complainant to Show Cause Why Complaint Should Not Be Dismissed						
	Jayaben Patel v. USCIS Boston	14 OCAHO 1353 2020				
FAILURE TO STATE A CLAIM						
Citizenship Status						
	Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13 OCAHO 1321 2019				
	Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12 OCAHO 1287a 2016				
	WCDavia	12 OCAHO 1287 2016				
Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b						
	Leola Branch v. Duong Schumacher	14 OCAHO 1358 2020				

Discrimination

D'Amico v. Erie Community College	7	OCAHO 948	1997
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 934	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO 939	1997
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO 953	1997

FAILURE TO STATE A CLAIM

Dismissal

A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
Aurelia Forden v. Dr. Lothar Griessbach	5	ОСАНО	735	1995
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	ОСАНО	764	1995
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Daniel Cavazos v. Wanxiang America Corporation	10	ОСАНО	1138	2011
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Lee v. AT&T	7	ОСАНО	924	1997

Lee v. AT&T	7	ОСАНО	924	1997
Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	ОСАНО	1287a	2016
McDavia	12	ОСАНО	1287	2016
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1148	2012
United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997
Christopher Winkler v. West Capital Financial Services	7	ОСАНО	928	1997
Costigan v. NYNEX	6	ОСАНО	918	1997
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997

FAILURE TO STATE A CLAIM

Document Abuse

	Hutchinson v. GTE Data Services	7	ОСАНО	954	1997
	Jay S. Manning v. The City of Jacksonville	7	ОСАНО	956	1997
	Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
	Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
	Olisaemeka Eze v. West County Transportation Agency	10	ОСАНО	1140	2011
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1148	2012
FAILURE TO STATE A CLAIM					
Document Fraud Under 8 U.S.C. Section 1324c Generally	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
	Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
	Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
	Susan K. Horst v. Juneau School District City and Borough of Juneau	7	ОСАНО	957	1997

	Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997		
FAILURE TO STATE A CLAIM							
In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant							
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020		
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020		
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020		
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020		
Knowingly Continue to Employ National Origin	United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013		
	Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	ОСАНО	1287a	2016		

	Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	ОСАНО	1287	2016
FAILURE TO STATE A CLAIM	McDavia				
Pleading Standard in OCAHO Cases					
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Retaliation					
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	Jose N. Hernandez v. City of Santa Ana	4	ОСАНО	663	1994
Subject Matter Jurisdiction					
	Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019

	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	ОСАНО	1246	2015
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1148	2012
	Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997
FAILURE TO STATE A CLAIM					
Tax Protester					
	Bunn v. USX/US Steel	7	ОСАНО	985	1998
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
	James R. Cook v. Pro Source, Inc.	7	ОСАНО	960	1997
FEDERAL RULES OF CIVIL PROCEDURE					
Affirmative Defense(s)					
	United States v. David Jenkins	4	ОСАНО	649	1994

	IUFICAL INDEA			00/17/2	021
	United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994
	United States v. Tropicana Casino & Resort	9	ОСАНО	1064	2001
		9	ОСАНО	1064	2001
FEDERAL RULES OF CIVIL PROCEDURE					
Amended Complaint					
	United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020
	United States v. La Parisienne Bakery, LLC	15	ОСАНО	1390	2021
Attorney Work Product					
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
		12	ОСАНО	1285	2016

Discovery

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1091	2003
	9	ОСАНО	1084	2002
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	883	1996
United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	976	1997
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016

FEDERAL RULES OF CIVIL PROCEDURE

Dismissal

Brenda Bent v. Brotman Medical Center Pulse Health Services	5	ОСАНО	764	1995
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	884	1996
Eusebio Huesca v. Rojas Bakery	4	ОСАНО	654	1994
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Tulin E. Mangir v. TRW, Inc.	4	ОСАНО	672	1994

	United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
	United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013
	Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
FEDERAL RULES OF CIVIL PROCEDURE					
Dismissal Under Rule 41(a) of the Federal Rules of C	ivil Procedure				
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
	Zaji Obatala Zajradhara v. Changxing Corporation	14	ОСАНО	1356	2020
Extension of Time Under Rule 6					
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324c	2021
Federal Rules & Circuit Court Case Law Serve as Gui	idance on Subject Matter Jurisdiction Issues				
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353a	2020
	ouyuoon 1 utet v. Oocio boston	1-7	00/1110	1555u	2020

TOTICAL INDEA			00/17/2	2021
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
FEDERAL RULES OF CIVIL PROCEDURE				
Federal Rules of Civil Procedure Have No Application in Situations Covered By OCAHO Rules				
Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016
Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016
Terri Ann Jablonski v. Yorkson Legal, et al.	12	ОСАНО	1273	2016
Generally				
Anthony F. Lundy v. OOCL, Inc.	1	ОСАНО	215	1990
	1	ОСАНО	196	1990
Aranka M. Palancz v. Cedars Medical Center	3	ОСАНО	443	1992
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994
Fordjour v. General Dynamics	1	ОСАНО	286	1991

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO 341	1991
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 156	1990
James D. Westendorf v. Brown & Root, Inc.	3	OCAHO 405	1992
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO 537	1993
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1091	2003
John C. Grodzki v. OOCL, Inc.	1	OCAHO 295	1991
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO 322	1991
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	OCAHO 438	1992
Michael Williamson v. Autorama, Inc.	1	OCAHO 174	1990
United States v. Applied Computer Technology	2	OCAHO 306	1991
United States v. Broadway Tire, Inc.	2	OCAHO 310	1991
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO 387	1991
United States v. Edith Fine	1	OCAHO 89	1989
United States v. Educational Employment Enterprise	1	OCAHO 283	1991
	1	OCAHO 293	1991
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	OCAHO 360	1991
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO 591	1993

United States v. Farmers Insurance Group of Companies	1	ОСАНО	22	1988
United States v. Guardsmark	4	ОСАНО	614	1994
United States v. Harris Ranch Beef Company	2	ОСАНО	338	1991
	2	ОСАНО	331	1991
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motor	s 1	ОСАНО	119	1989
United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners	1	ОСАНО	121	1990
United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.	1	ОСАНО	170	1990
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	976	1997
United States v. Noel Plastering & Stucco, Inc.	2	ОСАНО	396	1991
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
United States v. Robert Marnul d/b/a Lamont Street Grill	3	ОСАНО	441	1992
United States v. Rosario Strano d/b/a Strano Farms	3	ОСАНО	555	1993
United States v. Tropicana Casino & Resort	9	ОСАНО	1064	2001

06/17/2021 TOPICAL INDEX

	United States v. Tropicana Casino & Resort	9	OCAHO 1064	2001
	United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	2	OCAHO 390	1991
FEDERAL RULES OF CIVIL PROCEDURE				
May Be Used as a General Guide in Situations Not F	Provided For by OCAHO or Other Applicable Rules			

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14 OCAHO 1370b 2021
Cheryl Ann Hughes v. Fiat Chrysler Automotive	13 OCAHO 1336 2020
Chiaha Ugochi v. North Dakota Department of Human Services	12 OCAHO 1304 2017
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12 OCAHO 1284 2016
Jayaben Patel v. USCIS Boston	14 OCAHO 1353 2020
	14 OCAHO 1353a 2020
Leola Branch v. Duong Schumacher	14 OCAHO 1358 2020
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12 OCAHO 1305 2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12 OCAHO 1305a 2018
	12 OCAHO 1305b 2018
Mike De Leon v. Longoria Farms/Martin Longoria	13 OCAHO 1320a 2019
Mike De Leon, et al. v. Longoria Farms, et al.	13 OCAHO 1320 2019

Prakash Sinha v. INFOSYS	14	ОСАНО	1373a	2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	ОСАНО	1325	2019
United States v. Maria Gregorio-Gomez	14	ОСАНО	1359	2020
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Treescapes, Inc.	15	ОСАНО	1389	2021
United States v. Vilardo Vineyards	11	ОСАНО	1248	2015
Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016

06/17/2021 TOPICAL INDEX Zaji Obatala Zajradhara v. Changxing Corporation 14 OCAHO 1356 2020 Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021 FEDERAL RULES OF CIVIL PROCEDURE Motion to Alter or Amend Judgment Under Rule 59 Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021 Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021 Motion to Alter or Amend Judgment Under Rule 60 Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021 Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363d

2021

Motion to Strike

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

FEDERAL RULES OF CIVIL PROCEDURE

Motions for Reconsideration of Interlocutory Orders Under Rule 54

A.S. v. Amazon WebServices, Inc.	14 OCAHO 1381b	2021
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14 OCAHO 1370b	2021

Notice and Opportunity to Respond Prior to Granting Summary Decision in Favor of Nonmoving Party

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

OCAHO Regulations Do Not Have a Procedural Mechanism Like Federal Rule of Civil Procedure 68

FEDERAL RULES OF CIVIL PROCEDURE	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Offer of Judgment					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Party May Amend Complaint Once As A Matter of C	Course Before A Responsive Pleading Is Served				
	United States v. La Parisienne Bakery, LLC	15	ОСАНО	1390	2021
Privilege Claim					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
		12	ОСАНО	1285	2016

FEDERAL RULES OF CIVIL PROCEDURE

Protective Order(s)					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021
Relief From Judgment Under Rule 60					
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021
Sanction (Rule 11)					
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004

Setting Aside Order				
	United States v. Monica Zapata-Cosio	4	OCAHO 685	1994
FEDERAL RULES OF CIVIL PROCEDURE				
Summary Decision				
	Dinko Sefic v. Marconi Wireless	9	ОСАНО 1123	2007
	Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
	United States v. Ana Maria Villegas-Valenzuela	5	OCAHO 784	1995
	United States v. Esther Flores-Martinez	5	OCAHO 733	1995
Tax Protester				
	United States v. Ronning Landscaping, Inc.	10	OCAHO 1149	2012

FEDERAL RULES OF EVIDENCE

As a Guideline

	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
FEDERAL RULES OF EVIDENCE					
Confidential Settlement Communications Generally A					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Evidence Inadmissable Under Federal Rules of Evide	nce Is Not Necessarily Excluded in OCAHO Cases				
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
Federal Rules of Evidence Are Used as a General Gu	ide in OCAHO Proceedings				
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019

Generally					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
FEDERAL RULES OF EVIDENCE					
Judicial Notice of Adjudicative Facts Under Rule 20	01				
	United States v. Psychosomatic Fitness	14	ОСАНО	1387	2021
FEE SHIFTING					
Generally					
	Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	ОСАНО	1121	2006
	Jarvis v. AK Steel	7	ОСАНО	952	1997
		7	ОСАНО	952	1997
	Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
	United States v. Great Earth Companies, Inc.	9	ОСАНО	1070	2001
FIELD MANUAL					

Generally				
	United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO 123	1990
	United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash	1	OCAHO 98	1989
	United States v. San Ysidro Ranch	1	OCAHO 183	1990
FIFTH AMENDMENT				
Affirmative Defense(s)				
	United States v. David Jenkins	5	OCAHO 743	1995
		4	OCAHO 649	1994
Generally				
	United States v. Alberto Noriega-Perez	5	ОСАНО 798	1995
	Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	OCAHO 999	1998

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1	111	/ 11	LCEC		amm

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

FILING

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

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

FINES

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

United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016

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. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Metropolitan Warehouse, Inc.	10 OCAHO 1207 2013
United States v. Mr. Mike's Pizza, Inc.	10 OCAHO 1196 2013
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. The Red Coach Restaurant, Inc.	10 OCAHO 1200 2013
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 2016

FINES

Absence of Bad Faith Does Not Necessarily Show Good Faith

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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

Across-the-Board Emilancement for Fresence of Only Some Onauthorized Workers Not Fernitted							
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016		
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014		
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016		
	United States v. Natural Environmental, Inc.	10	ОСАНО	1197	2013		
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015		
FINES							
Additional Factors That May Be Considered Are Part	Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses						
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016		
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016		
ALJ Can Consider Public Policy of Leniency to Small Entities							
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017		
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016		

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. Homestead Metal Recycling Corp.	11 OCAHO 1251 2015
United States v. Ideal Transportation Co., Inc.	12 OCAHO 1290 2016
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 2016
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243 2015
United States v. St. Croix Personnel Services, Inc.	12 OCAHO 1289 2016

FINES

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

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

13 OCAHO 1327

2019

ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Amount of the Penalty

FINES	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		
ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty							
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017		
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016		
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016		
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018		
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020		
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016		
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016		
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016		
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015		
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016		

United States v. Imacuclean Cleaning Services, LLC

06/17/2021 TOPICAL INDEX

	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
FINES					
ALJ Erred in Reducing Fine to Minimum Bases on E	rroneous Assumption of Government Overreach				
Hearsay					
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014

11 OCAHO 1217

2014

14 OCAHO 1384

2020

FINES

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable				
United States v. Durable, Inc.	11	ОСАНО	1231	2014
ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case United States v. Visiontron Corp.	13	ОСАНО	1348	2020
ALJ May Not Assess Penalties Above Maximum Permitted by Department of Justice Regulations	13	oermio	13 10	2020
United States of America v. Danielle Messineo	14	ОСАНО	1367	2020

United States v. Leticia Velarde

ALJ Not Bound by ICE's Method of Calculating Penalties

06/17/2021 TOPICAL INDEX

	United States v. Durable, Inc.	11	ОСАНО	1231	2014
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
FINES					
An Employer Demonstrates Bad Faith by Paying Un	nauthorized Workers in Cash Under the Table				
	United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	ОСАНО	1209	2014
Applicable Penalty Range Depends on Date of Viole	ations and Date of Assessment of Penalty				
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020

TOTICAL INDEX				
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Leticia Velarde	14	ОСАНО	1384	2020
United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
FINES				
Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)				
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015

	United States v. Horno MSJ, Ltd., Company	11	OCAHO 1247	2015	
	United States v. Imacuclean Cleaning Services, LLC	13	OCAHO 1327	2019	
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	OCAHO 1307	2017	
	United States v. Liberty Packaging, Inc.	11	OCAHO 1245	2015	
	United States v. Natural Environmental, Inc.	10	OCAHO 1197	2013	
	United States v. Visiontron Corp.	13	OCAHO 1348	2020	
FINES					
Certain Statutory Factors May Be More Compelling	Than Others in the Context of a Specific Case				
	United States v. Durable, Inc.	11	OCAHO 1231	2014	
	United States v. Romans Racing Stables, Inc.	11	OCAHO 1232	2014	
Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor					
	United States v. Durable, Inc.	11	OCAHO 1229	2014	

Civil Money Penalty

United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. El Azteca Dunkirk, Inc.	10	ОСАНО	1172	2013
United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995
United States v. Enrique Reyes d/b/a King's Produce	4	ОСАНО	592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1069	2001
United States v. Fowler Equipment Company, Inc.	10	ОСАНО	1169	2013
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. Gloria Fashions, Inc.	6	ОСАНО	887	1996
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	ОСАНО	756	1995
United States v. New China Buffet Restaurant	10	ОСАНО	1132	2010
United States v. Pedro Dominguez	7	ОСАНО	972	1997
	7	ОСАНО	972	1997
United States v. Riverboat Delta King, Inc.	5	ОСАНО	738	1995

TOPICAL INDEX			06/17/2021				
	United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010		
FINES	United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994		
Company Tax Losses Do Not Necessarily Establish	Poor Financial Condition or Inability To Pay						
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014		
Culpable Conduct Can Be Shown by Evidence that E	Employer Tried to Mislead Government						
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015		
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015		
Date of Penalty Assessment Is The Date ICE Serves	the Notice of Intent to Fine						
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020		

	1011011211221				
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
FINES					
Deliberate Violation of Multiple Laws Governing Em	ployer Conduct Merits Maximum Penalty				
	United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	ОСАНО	1209	2014
Difference in Seriousness of Violations May Be Refle	ected in the Final Penalty				
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016

TOPICAL INDEX			06/1//20)21
United States v. Wave Green, Inc	. d/b/a Golden Farm Market 11 (ОСАНО	1267	2016
FINES				
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalt	/			
United States v. Holtsville 811 In	c. d/b/a 7-Eleven (Store #39167) 11 (ОСАНО	1258	2015
Document Fraud				
United States v. Leticia Velarde	14 (ОСАНО	1384	2020
United States v. Sanchita Bhattac	harya 14 (ОСАНО	1380a	2021
Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fin	ne e			
United States v. Durable, Inc.	11 (ОСАНО	1229	2014

Employer's Failure to Check a Box in Section 1 Atte	esting to Status Is A Serious Violations		
	United States v. Visiontron Corp.	13 OCAHO 1348	2020
FINES			
Employer's Failure to Ensure Employee Properly Co	empletes Form I-9 Section 1 is Serious Violation		
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338	2020
		13 OCAHO 1338	2020
Employer's Failure to Reverify Employee's Expired	Employment Authorization Is Serious Violation		
	United States v. Visiontron Corp.	13 OCAHO 1348	2020
Employer's Failure to Sign Form I-9 Section 2 Is A	Very Serious Violation		
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338	2020

TOPICAL INDEX				06/17/2021			
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020		
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
FINES							
Employer's Previous Receipt of a Warning Notice Do	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016		
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015		
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019		
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014		
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015		

United States v. Romans Racing Stables, Inc.

11 OCAHO 1230

2014

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Metropolitan Warehouse, Inc.	10	ОСАНО	1207	2013
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013
United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
United States v. Clean Sweep Janitor Service	11	OCAHO	1226	2014
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014
United States v. Fowler Equipment Company, Inc.	10	ОСАНО	1169	2013

10 OCAHO 1196

10 OCAHO 1133

2013

2010

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

United States v. New China Buffet Restaurant

FINES

Excessive

TOPICAL INDEX				00/1//2	2021
	United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014
	United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	ОСАНО	1194	2013
	United States v. Pedro Dominguez	6	ОСАНО	878	1996
FINES					
Excessive Fines Clause of Eighth Amendment App	ies to Fines That Are Punitive				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Failure to Complete I-9 Within Three Business Day	s is Serious Violation				
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

TOPICAL INDEX			06/17/2021					
	United States v. Durable, Inc.	11	ОСАНО	1231	2014			
	FINES							
	Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct							
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015			
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015			
	Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation							
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020			
Failure to Prepare Form I-9 Among Most Serious Paperwork Violations								
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016			
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016			
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016			

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

FINES

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

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

Failure to Prepare I-9 Among Most Serious Paperwork Violations

United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
Violations				

Failure to Prepare I-9 More Serious Than Paperwork Violations

FINES

United States v. Senox Corporation 11 OCAHO 1219 2014

Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation

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

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

	United States v. Speedy Gonzalez Construction, Inc.	11 (OCAHO 12	243	2015			
FINES								
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation								
	United States v. Eriksmoen Cottages, Ltd.	14 (ОСАНО 13	355a	2020			
	United States v. Romans Racing Stables, Inc.	11 (OCAHO 12	232	2014			
Failure to Timely Prepare Form I-9 Is A Serious Vio	plation							
	United States v. St. Croix Personnel Services, Inc.	12 (OCAHO 12	289	2016			
	United States v. Visiontron Corp.	13 (OCAHO 13	348	2020			
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 12	280	2016			

FINES

Generally

United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO 1	1267	2016
United Santon Adolfo Monting L. L. Jinida alla dila AAAA Doofing	2	OCAHO	404	1002
United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing	3	OCAHO 4	194	1993
United States v. Armando Alvarez-Suarez	6	OCAHO 8	362	1996
	6	OCAHO 8	362	1996
United States v. Business Teleconsultants, Ltd.	3	OCAHO 5	565	1993
United States v. David Day d/b/a David Day Masonry	3	OCAHO 5	575	1993
United States v. Ebrahim Banafsheha	3	OCAHO 5	525	1993
	3	OCAHO 5	525	1993
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO 5	591	1993
United States v. Giannini Landscaping, Inc.	3	OCAHO 5	573	1993
United States v. Hardeep Singh	3	OCAHO 5	520	1993
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 4	199	1993
United States v. Kangaroo Express of Pueblo	3	OCAHO 5	581	1993
United States v. Landscapes By Susanna	3	OCAHO 5	556	1993

United States v. Landscapes By Susanna	3	OCAHO 556	1993				
United States v. Local Building & Remodeling of International Falls	3	OCAHO 567	1993				
United States v. Minaco Fashions, Inc.	3	OCAHO 587	1993				
United States v. New China Buffet Restaurant	10	ОСАНО 1133	2010				
United States v. Nicolas Tinoco-Medina	6	OCAHO 890	1996				
United States v. Orlando Diaz-Rosas	4	OCAHO 702	1994				
United States v. Oscar Chacon, Sr.	3	OCAHO 578	1993				
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics		OCAHO 559	1993				
Landscape Management	OCAHO 559	1993					
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO 509	1993				
United States v. Wood 'N Stuff	3	OCAHO 574	1993				
FINES							
Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection							
United States v. 3679 Commerce Place, Inc.	12	OCAHO 1296	2017				
United States v. Eriksmoen Cottages, Ltd.	14	OCAHO 1355a	2020				

13 OCAHO 1314

2018

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

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	13	ОСАНО	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

FINES

Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. Eriksmoen Cottages. Ltd	14	ОСАНО	1355a	2020

United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	13	ОСАНО	1338	2020
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

FINES

Government Bears the Burden of Proof on Penalty and Aggravating Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAH	O 1244	2015
United States v. 3679 Commerce Place, Inc.	12 OCAH	O 1296	2017
United States v. Clean Sweep Janitor Service	11 OCAH	O 1226	2014

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

FINES

Government Has Burden of Proof On Fines and Aggravating Factors

	United States v. Golf International d/b/a Desert Canyon Golf	11 OCAHO 1222	2014
Government Must Prove Aggravating Factor by Pre	ponderance of Evidence		
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244	2015
	United States v. Clean Sweep Janitor Service	11 OCAHO 1226	2014
	United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239	2014
	United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO 1242	2015
	United States v. Ideal Transportation Co., Inc.	12 OCAHO 1290	2016
	United States v. Liberty Packaging, Inc.	11 OCAHO 1245	2015
	United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243	2015

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.		ОСАНО		2016 2016		
FINES							
High Compliance Rate May Be Evidence of Good Faith							
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		
High Noncompliance Rate Insufficient to Justify Hig	her Penalty for Similar Situations						
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017		
ICE Fine Guidelines Have No Binding Effect on OCAHO							
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017		
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016		

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
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286 2016
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Senox Corporation	11 OCAHO 1219 2014
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243 2015

FINES

If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine

United States v. Senox Corporation 11 OCAHO 1219 2014

In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

IOPICAL INDEX				00/1//2	2021
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
FINES					
Knowing Hire Violations Are Far More Serious Th	an Any Paperwork Violations				
	United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
Lack of History of Previous Violations Does Not R	Require the ALJ to Mitigate Civil Penalty				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

Leniency Toward Small Entities

United States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014
United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013
United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014

Mitigation

FINES

United States v. Alberta Sosa, Inc.	6	OCAHO 831	1996
United States v. Davis Nursery, Inc.	4	OCAHO 694	1994
United States v. Draper-King Cole, Inc.	7	OCAHO 933	1997
United States v. Draper-King Cole, Inc.	7	OCAHO 933	1997
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO 604	1994
United States v. Four Star Knitting, Inc.	6	OCAHO 868	1996
United States v. Giamblis Enterprises	6	OCAHO 834	1996
United States v. Great Bend Packing Company	6	OCAHO 835	1996
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO 627	1994
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO 819	1995
United States v. Mourad Abu Remileh	6	OCAHO 825	1995
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO 652	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures,	4	OCAHO 637	1994
inc. United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO 625	1994

FINES

No Deterrent Effect When Employer Is No Longer in Business

United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized				
Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Natural Environmental, Inc.	10	ОСАНО	1197	2013
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014

FINES

OCAHO ALJs May Review Penalty Assessments De Novo

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
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
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. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017

United States v. Intelli Transport Services, Inc.	13 OCAHO 1319 20	19
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286 20	16
United States v. Metropolitan Enterprises, Inc.	12 OCAHO 1297 20	17
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 20	16
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 20	16
United States v. Solutions Group International, LLC	12 OCAHO 1288 20	16
United States v. St. Croix Personnel Services, Inc.	12 OCAHO 1289 20	16
United States v. Visiontron Corp.	13 OCAHO 1348 203	20
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 20	16

FINES

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

United States v. Visiontron Corp. 13 OCAHO 1348 2020

OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine

	IUFICAL INDEA			00/1//20	021
e de la companya de	United States v. Senox Corporation	11	ОСАНО	1219	2014
FINES					
OCAHO May Examine ICE Fine de novo					
· ·	United States v. Senox Corporation	11	ОСАНО	1219	2014
Paperwork Violation Penalties Are Prophylactic and Co	prrective, Not Punitive				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Party Seeking Consideration of Equitable Factor Bears	Burden of Presenting Supporting Evidence				
· ·	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296 2017
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
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. Hartmann Studios, Inc.	11 OCAHO 1255 2015
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Metropolitan Enterprises, Inc.	12 OCAHO 1297 2017
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 2016

FINES

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

FINES

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Cawoods Produce, Inc.	12 OCAHO 1280	2016
United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11 OCAHO 1218	2014
United States v. Clean Sweep Janitor Service	11 OCAHO 1226	2014
United States v. Crescent City Meat Company, Inc.	11 OCAHO 1223	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. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276	2016
United States v. Golf International d/b/a Desert Canyon Golf	11 OCAHO 1222	2014
United States v. Hartmann Studios, Inc.	11 OCAHO 1255	2015
United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251	2015
United States v. Horno MSJ, Ltd., Company	11 OCAHO 1247	2015
	11 OCAHO 1247	2015
United States v. Ideal Transportation Co., Inc.	12 OCAHO 1290	2016
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307	2017

United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. M & D Masonry, Inc.	10	ОСАНО	1211	2014
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	ОСАНО	1209	2014
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

FINES

Penalties Should Deter Future Violations Without Being Unduly Punitive

United States v. Clean Sweep Janitor Service	11 OCAHO 1226 2014
United States v. Crescent City Meat Company, Inc.	11 OCAHO 1223 2014
United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251 2015
United States v. Horno MSJ, Ltd., Company	11 OCAHO 1247 2015
	11 OCAHO 1247 2015
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. Kenneth McPeek Racing Stables, Inc.	11 OCAHO 1249 2015
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243 2015

06/17/2021 TOPICAL INDEX

Penalties Should Have a Deterrent Effect and Not Be Merel	v a Cost of Doing Rusiness
I change should have a Deterrent Effect and Not be wicher	y a Cost of Doing Business

Penalties Should Have a Deterrent Effect and Not Be	e Merely a Cost of Doing Business			
FINES	United States v. Hartmann Studios, Inc.	11	ОСАНО 1255	2015
Penalties Should Not Be Disproportionate to Employ	yer's Revenue			
	United States v. Crescent City Meat Company, Inc.	11	OCAHO 1223	2014
Penalties Should Promote Future Compliance Witho	out Being Unduly Punitive			
	United States v. 3679 Commerce Place, Inc.	12	2 OCAHO 1296	2017
	United States v. Eriksmoen Cottages, Ltd.	14	OCAHO 1355a	2020
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	OCAHO 1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO 1338	2020
		13	OCAHO 1338	2020
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	3 OCAHO 1307	2017
	United States v. Pegasus Family Restaurant, Inc.	12	2 OCAHO 1293	2016

TOPICAL INDEX		06/1//2021
United States v. Visiontron Corp.	13 OCAHO 134	48 2020
FINES		
Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause		
United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO 124	42 2015
Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith		
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12 OCAHO 12	81 2016
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 13	14 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 13:	38 2020
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 129	93 2016
United States v. Solutions Group International, LLC	12 OCAHO 12	88 2016
United States v. St. Croix Personnel Services, Inc.	12 OCAHO 12	89 2016

Presenting Forms I-9 Late Is Not As Serious as Complete Failure to Prepare of Present Forms I-9

	United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a	2020
FINES			
Principal Goal Is To Enhance Probability of Future	Compliance		
	United States v. Durable, Inc.	11 OCAHO 1229	2014
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. Metropolitan Warehouse, Inc.	10 OCAHO 1207	2013
	United States v. Niche, Inc.	11 OCAHO 1250	2015

TOPICAL INDEX			06/17//2	2021
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
FINES				
Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business				
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
Purpose is to Deter Repeat Violations and Encourage Others to Comply				
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures				
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016

Rate of Violations Is Not An Enumerated Factor But Can Be Considered In Assessing the Penalty

TOPICAL INDEX		06/17/2021		
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
FINES				
Reasonableness Based On Record As Whole and Statutory Factors in Particular				
United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014
Sale of Fraudulent Documents Is A Serious Violation *United States v. Leticia Velarde* Seriousness of Violation Depends on Degree of Deviation From Verification Requirements	14	ОСАНО	1384	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019

11 OCAHO 1250

2015

	United States v. Muniz Concrete & Contracting, Inc.	12 OCAH	O 1278	2016
FINES				
Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious				
	United States v. Cawoods Produce, Inc.	12 OCAH	O 1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12 OCAH	O 1281	2016
	United States v. Eriksmoen Cottages, Ltd.	14 OCAH	O 1355a	2020
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAH	O 1276	2016
	United States v. Golden Employment Group, Inc.	12 OCAH	O 1277	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11 OCAH	O 1258	2015
	United States v. Horno MSJ, Ltd., Company	11 OCAH	O 1247	2015
		11 OCAH	O 1247	2015
	United States v. Ideal Transportation Co., Inc.	12 OCAH	O 1290	2016
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAH	O 1286	2016
	United States v. Mott Thoroughbred Stables, Inc.	11 OCAH	O 1233	2014
	United States v. Muniz Concrete & Contracting, Inc.	12 OCAH	O 1278	2016

United States v. Niche, Inc.

06/17/2021 TOPICAL INDEX

	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
	United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
	United States v. Senox Corporation	11	ОСАНО	1219	2014
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
FINES					
Seriousness of Violation(s)					
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
Should Deter Future Violations Without Being Undul	y Punitive				
Should Deter I didie Violations Without Deling Official	y I dilitiro				
	United States v. Senox Corporation	11	ОСАНО	1219	2014

13 OCAHO 1348

2020

FINES

Size of Business

Size of Business					
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
Size of Business Did Not Necessitate Further Mitigat	ion of Civil Penalty				
	United States v. M & D Masonry	10	ОСАНО	1215	2014
Size of Business Is A Factor in Assessment of the Pe	nalty				

United States v. Visiontron Corp.

12 OCAHO 1297

2017

Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment					
	United States v. SKZ Harvesting, Inc.	11 OCAHO 1266	2016		
FINES					
Statute Does Not Prohibit Consideration of Unenum	nerated 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. Metropolitan Enterprises, Inc.

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

FINES

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. Cawoods Produce, Inc.	12 OCAHO 1280 2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12 OCAHO 1281 2016
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276 2016
United States v. Golden Employment Group, Inc.	12 OCAHO 1277 2016

United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

FINES

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

Marg	garita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
Unite	ed States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014

	TOTTOME INDEX				
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
FINES					
Statute Does Not Rule Out Consideration of Unenum	erated Factors				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
Statute Does Not Specify Factors ALJ Must Conside	r in Setting Penalty for Knowing Hire Violation				

12 OCAHO 1278

2016

United States v. Muniz Concrete & Contracting, Inc.

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014

FINES

Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers

United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296	2017
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293	2016

Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens

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

There Is No Sole Permissible Method for Calculating Penalties

	United States v. 3679 Commerce Place, Inc.	12	OCAHO 1296	2017
	United States v. Eriksmoen Cottages, Ltd.	14	OCAHO 1355a	2020
	United States v. Metropolitan Enterprises, Inc.	12	OCAHO 1297	2017
	United States v. Pegasus Family Restaurant, Inc.	12	OCAHO 1293	2016
	United States v. Senox Corporation	11	OCAHO 1219	2014
	United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO 1243	2015
FINES				
There Must Be Rational Relationship Between Magn	nitude of Offense and Penalty			
	United States v. Safe-Air of Illinois, Inc.	12	ОСАНО 1270	2016
Under Section 1324c, ALJ Must Impose a Penalty for	or Each Document for Which a Violation is Found			

14 OCAHO 1349a

2020

Under Section 1324c, Government's Requested Penalty May Be Adopted If It Is Reasonable

United States v. Alma Delia Rubio-Reyes

	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
FINES					
Violations Evaluated on a Continuum Because Not A	Il Violations are Equally Serious				
	United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	ОСАНО	1218	2014
Weight of Each Statutory Factor Depends on Facts of	f Each Case				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020

FINES

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

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

FORGED DOCUMENTS

Generally

United States v. Armando Alvarez-Suarez	6	ОСАНО	862	1996
	6	ОСАНО	862	1996
United States v. Hardeep Singh	3	ОСАНО	520	1993
United States v. Maria Sourovova	8	ОСАНО	1020	1998
United States v. Mireya Pedraza-Guzman	5	ОСАНО	792	1995

FORM I-9

A Birth Certificate is Not a Valid List B Document That Establishes Identity							
	United States v. Monadnock Mountain Spring Water, Inc.	10	ОСАНО	1193	2013		
Completion of I-9 after Notice of Inspection							
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016		
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019		
Compliance							
	United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995		
	United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	768	1995		
	United States v. David Jenkins	5	ОСАНО	743	1995		
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003		

United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994
United States v. Jonel, Inc.	7	ОСАНО	967	1997
United States v. Karnival Fashion, Inc.	5	ОСАНО	769	1995
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Mesabi Bituminous, Inc.	5	ОСАНО	801	1995
United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010
United States v. R&M Fashion, Inc.	6	ОСАНО	826	1995
United States v. Seven Elephants Distributing Corp.	10	ОСАНО	1173	2013
United States v. Tri-Component Product Corporation	5	ОСАНО	821	1995
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	ОСАНО	782	1995
United States v. Walden Station, Inc.	8	ОСАНО	1053	2000

FORM I-9

Document Abuse

TOPICAL INDEX				.021	
	Daniel DeNardo v. WH Smith USA Travel	9	ОСАНО	1080	2002
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
FORM I-9					
Document Fraud					
	United States v. Monica Zapata-Cosio	5	ОСАНО	822	1995
	United States v. Mourad Abu Remileh	5	ОСАНО	724	1995
		5	ОСАНО	724	1995
Employee's Documents Are To Be Independently Ve	erified By the Employer, Not By the Employee				
	United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
		12	ОСАНО	1275	2016

Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Monadnock Mountain Spring Water, Inc.	10	ОСАНО	1193	2013
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

FORM I-9

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

United States v. Durable, Inc.	11	ОСАНО	1229	2014
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015

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

TOPICAL INDEX				00/1//2	021	
	United States v. International Packaging, Inc.	12	ОСАНО	1275	2016	
		12	ОСАНО	1275	2016	
	FORM I-9					
	Employer Must Attest to Examination of Section 2 Documents					
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016	
	United States v. Senox Corporation	11	ОСАНО	1219	2014	
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016	
	E la Marca la E locaria 2004; 20a in Dan CE la LEI (Dan CW)					
	Employer Must Complete Form I-9 Section 2 Within 3 Business Days of Employee's First Day of Work					
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019	
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019	
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020	

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

	United States v. Durable, Inc.	11 OCAF	IO 1	1229	2014
	United States v. Imacuclean Cleaning Services, LLC	13 OCAF	HO 1	1327	2019
United States v. Intelli Transport Services, Inc.		13 OCAI	HO 1	1319	2019
	United States v. Visiontron Corp.	13 OCAI	HO 1	1348	2020
FORM I-9					
Employer Must Reverify An Employee's Expired Em	ployment Authorization on Section 3 of Form I-9				
	United States v. Eriksmoen Cottages, Ltd.	14 OCAF	IO 1	1355	2020

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

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

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

12 OCAHO 1293

11 OCAHO 1266

2016

2016

United States v. Durable, Inc.	11	ОСАНО	1229	2014					
FORM I-9									
Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation									
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020					
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015					
Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation									
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018					
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020					
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016					
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015					
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019					

United States v. Pegasus Family Restaurant, Inc.

United States v. SKZ Harvesting, Inc.

11 OCAHO 1219

2014

FORM I-9

Employers Must Pre	pare and Retain Forms I	-9 for Employees Hired	After November 6, 1986
Employers must re	pare and recam roms r	of Employees Timed	Title i to veimber 0, 1900

	United States v. Eriksmoen Cottages, Ltd. United States v. Imacuclean Cleaning Services, LLC		ОСАНО ОСАНО		2020 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) United States v. Ideal Transportation Co., Inc.		ОСАНО ОСАНО		2015 2016			
	Onneu States v. Ideat Transportation Co., Inc.	12	OCAHO	1270	2010			
Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation								

United States v. Senox Corporation

11 OCAHO 1229

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			
FORM I-9					
Failure to Complete I-9 Within Three Business Day	ys 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			
	United States v. Visiontron Corp.	13 OCAHO 1348 2020			
Failure to Complete or Sign Form I-9 Section 2 Em	aployer Verification Constitutes Substantive Violation				

United States v. Durable, Inc.

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

	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
FORM I-9					
Failure to Ensure Employee Enters Alien Number in	Section 1 Constitutes Serious Violation				
				4.00	2011
	United States v. Durable, Inc.	11	ОСАНО	1229	2014
	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
	United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
		11	ОСАНО	1247	2015
Failure to Ensure Employee Signs Form I-9 Section	1 Is A Serious Violation				
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016

FORM I-9

Failure to Ensure Employee Timely Completes Sect	ion 1 Constitutes Serious Violation			
	United States v. Durable, Inc.	11	OCAHO 1229	2014
Failure to Enter Required Document Information in	Section 2 Constitutes Serious Violation			
	United States v. Durable, Inc.	11	OCAHO 1229	2014
Failure to Identify Issuing Authority In Form I-9 Sec	ction 2 Is A Serious Violation			
Tantare to Identify Issuing Additionty in Form 1-9 sec	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO 1276	2016
Failure to Prepare Form I-9 Among Most Serious Pa	aperwork Violations			
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO 1258	2015

	TOPICAL INDEX			06/17/2	021
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
FORM I-9					
Failure to Prepare Form I-9 Subverts the Purpose of the	ne Employment Verification Requirements				
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
Failure to Present a Form I-9 Is A Substantive Violati	on				
Tunde to Fresent a Form F y is 71 Substantive Violati					
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
Failure to Present Forms I-9 Within Three Days of Go	overnment's Request				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020

FORM I-9

	Failure to Print Emple	over Representative's Name	in Section 2 May 1	Be Substantive Violation
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	United States v. Agri-Systems d/b/a ASI Industrial United States v. Imacuclean Cleaning Services, LLC	12 OCAHO 1301 13 OCAHO 1327	2017 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. Eriksmoen Cottages, Ltd.	14 OCAHO 1355	2020
United States v. Hartmann Studios, Inc.	11 OCAHO 1255	2015
United States v. Niche, Inc.	11 OCAHO 1250	2015

06/17/2021 TOPICAL INDEX

11 OCAHO 1219

2014

FORM I-9

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

Failure to Timely Prepare Form I-9 Is A Serious Viol	ation				
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. United States v. Visiontron Corp.		ОСАНО ОСАНО		2016 2020
Failure to Timely Submit Forms I-9 to ICE Cannot be	e Corrected Through Good Faith Exception United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
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	ОСАНО	1280	2016
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016

United States v. Senox Corporation

FORM I-9

Generally

United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1228	2014
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996
United States v. David Segura-Sataray	4	ОСАНО	703	1994
United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
United States v. GRS, Inc. d/b/a Gasket Engineering	4	ОСАНО	627	1994
United States v. H&H Saguaro Specialists	10	ОСАНО	1147	2012
	10	ОСАНО	1147	2012
United States v. Harran Transportation Company, Inc.	6	ОСАНО	857	1996
United States v. Leticia Cruz-Mandoza	5	ОСАНО	750	1995
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Maria Teresa De Jesus Morales-Martinez	5	ОСАНО	727	1995
	5	ОСАНО	727	1995
United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994

06/17/2021 TOPICAL INDEX United States v. Ricardo Calderon, Inc. OCAHO 832 1996 OCAHO 832 1996 United States v. Simon Osagie Iyawe OCAHO 744 1995 FORM I-9 I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019 United States v. Lazy Days South, Inc. 13 OCAHO 1322 2020 United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Visiontron Corp.

I-9 Section 3 To Be Used Only for Reverification After Section 2 is Properly Completed At Hire

United States v. Durable, Inc. 11 OCAHO 1231 2014

13 OCAHO 1348

2020

Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature

EODM LO	United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО	1301	2017
FORM I-9					
No Substitute for Proper Completion of Form I-9					
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
Paperwork Violation Involving Failure to Complete	Section 1 or 2 Continues Until Corrected				
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
Retention Requirement for Former Employees					
	United States v. March Construction, Inc.	10	ОСАНО	1158	2012
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017

FORM I-9

Submission of Form I-9 Completed After Service of	f NOI Does Not Cure Failure to Timely Prepare		
	United States v. Ideal Transportation Co., Inc.	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.	OCAHO	1231	2014
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FOURTH AMENDMENT

Consent				
	United States v. David Jenkins	5	OCAHO 743	1995
Exclusionary Rule				
Exclusionary Refic	United States v. David Jenkins	5	OCAHO 743	1995
Generally				
	United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	OCAHO 845	1996
	United States v. David Jenkins	5	OCAHO 743	1995

GOOD CAUSE

ALJ May Issue Protective Order Upon Showing of Good Cause

	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021
GOOD CAUSE					
Definition					
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324c	2021
Generally					
	Kevin Raffay v. Western Digital	10	ОСАНО	1159	2012
	United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	ОСАНО	81	1989
	United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	187	1990
	United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally	1	ОСАНО	86	1989
	United States v. Nu Line Fashions, Inc.	1	ОСАНО	147	1990
	United States v. Shine Auto Service	1	ОСАНО	94	1989
	United States v. YES Industries d/b/a Soft Touch Carwash	1	ОСАНО	35	1988
	United States v. Zeferino Castillo, Individually	3	ОСАНО	505	1993

14 OCAHO 1362

2021

GOOD CAUSE

Good Cause for Failure to File a Timely Answer				
	United States v. Treescapes, Inc.	15 OCAHO	1389	2021
Party Moving for Extension of Time Has Burden of S	Showing Good Cause			
	Dave O'Brian Tingling v. City of Richmond, VA	13 ОСАНО	1324c	2021
Party Seeking Protective Order Has Burden of Showi	ng Good Cause			
	United States v. Facebook, Inc.	14 OCAHO	1386a	2021
Party Seeking to File Supplemental Response Must D	Demonstrate Good Cause			

Ravi Sharma v. Lattice Semiconductor

GOOD CAUSE

Protective Order(s)			
	United States v. Facebook, Inc.	14 OCAHO 1386	ба 2021
Showing of Good Cause Generally Requires Showing	ng of Diligence or Changed Circumstances		
	Dave O'Brian Tingling v. City of Richmond, VA	13 OCAHO 1324	4c 2021
Showing of Good Couse Must De Board on Portion	ar and Specific Demonstration of East		
Showing of Good Cause Must Be Based on Particul	United States v. Facebook, Inc.	14 OCAHO 1386	6a 2021
Showing of Good Cause Required for Extension of	Time		
	Dave O'Brian Tingling v. City of Richmond, VA	13 OCAHO 1324	4c 2021

GOOD FAITH

Absence of Bad Faith Does Not Necessari	ly Show Good Faith
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Absence of Bad Faith Does Not Necessarily Sho	ow Good Faith		
	United States v. Visiontron Corp.	13 OCAHO 1348 202	20
Absence of Good Faith Shown Where Employer	r Enters False Hire Dates on Multiple 1-9 Forms		
	United States v. Durable, Inc.	11 OCAHO 1229 201	4
Absence of Good Faith Where Employer Fails to	o Ascertain and Conform Conduct to Legal Obligations		
	United States v. Durable, Inc.	11 OCAHO 1229 201	4
Bad Faith Requires a Showing of Culpable Cond	duct Beyond Respondent's Verification Failures		
	United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 201	9

TOPICAL INDEX	06/17/2021

	TOPICAL INDEX			00/17/2	021
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
GOOD FAITH					
Certification(s)					
Production					
	United States v. Allen Holdings, Inc.	9	ОСАНО	1059	2000
Culpable Conduct Can Be Shown by Evidence that F	Employer Tried to Mislead Government				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
Deliberate Falsification of Information in Section 2 of	of Form I-9 Does Not Indicate Good Faith				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015

11 OCAHO 1245

2015

GOOD FAITH

Evidence of Backdating Does Not Alone Warrant a F	Finding of Bad Faith				
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Failure to Conform Practices to Law After Previous V	Violations May Constitute Lack of Good Faith United States v. Durable, Inc.	11	ОСАНО	1231	2014
Failure to Cooperate With ICE's Investigation Can Co	onstitute Culpable Conduct				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015

United States v. Liberty Packaging, Inc.

GOOD FAITH

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

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	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО 1307	2017
Generally				
	United States v. Alberta Sosa, Inc.	6	OCAHO 831	1996
	United States v. Continental Sports Corporation	5	OCAHO 799	1995
		5	OCAHO 799	1995
	United States v. De Luca's Market	8	OCAHO 1039	1999
	United States v. Fairfield Jersey, Inc.	9	OCAHO 1072	2001
	United States v. Four Star Knitting, Inc.	6	OCAHO 868	1996
	United States v. Great Bend Packing Company	6	OCAHO 835	1996
	United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO 945	1997
	United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO 819	1995

United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	865	1996
United States v. Mesabi Bituminous, Inc.	5	ОСАНО	801	1995
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Pegasus Restaurant, Inc.	10	ОСАНО	1143	2012
United States v. Ricardo Calderon, Inc.	6	ОСАНО	832	1996
	6	ОСАНО	832	1996
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996

GOOD FAITH

Good Faith Affirmative Defense Only Available for Technical/Procedural Violations

United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
	12	ОСАНО	1275	2016

GOOD FAITH

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

United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

Good Faith Shown When Employer Makes Effort to Ascertain and Conform to its Legal Obligations

United States v. M & D Masonry, Inc. 10 OCAHO 1211 2014

GOOD FAITH

Good Faith Standard has Subjective Components					
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
High Compliance Rate May Be Evidence of Good Fa	ith				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
It Is Not Objectively Reasonable to Knowingly Creat	e False Attestations in Section 2 of Form I-9				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
No Error in Finding That Pre-signing I-9 Forms in Ba	atches Is Not Consistent with Good Faith				
	United States v. M & D Masonry	10	ОСАНО	1215	2014

12 OCAHO 1275

12 OCAHO 1275

2016

2016

GOOD FAITH

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith					
	United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293	2016		
Requires Assessment of Whether Employer Honestl	y Exercised Reasonable Care and Diligence				
	United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO 1242	2015		
	United States v. Visiontron Corp.	13 OCAHO 1348	2020		
GOOD FAITH DEFENSE					
Defense Only Available for Technical or Procedural	- Not Substantive - Violations				
	United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239	2014		
	United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355	2020		

United States v. International Packaging, Inc.

GOOD FAITH DEFENSE

Good Faith Affirmative Defense Only Available for Technical/Procedural Violations						
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016	
Good faith defense at 8 U.S.C. 1324a(a)(3) applies only to knowing hire violations						
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020	
Good faith defense at 8 U.S.C. 1324a(b)(6)(A) only av	vailable for technical/procedural violation					
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020	
Good Faith Defense at 8 U.S.C. 1324a(b)(6)(A) Only A	Available for Technical/Procedural Violations					
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016	

	United States v. Eriksmoen Cottages, Ltd.	14 OCAH	O 1355	2020
	United States v. Golf International d/b/a Desert Canyon Golf	10 OCAH	O 1214	2014
	United States v. Horno MSJ, Ltd., Company	11 OCAH	O 1247	2015
		11 OCAH	O 1247	2015
	United States v. International Packaging, Inc.	12 OCAH	O 1275	2016
		12 OCAH	O 1275	2016
GOOD FAITH DEFENSE				
Good Faith Defense At 8 U.S.C.1324a(a)(3) Applies	Only to Knowing Hire Violations			
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAH	O 1276	2016
Good Faith Defense Does Not Apply to Substantive	Violations			
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAH	O 1276	2016
	United States v. International Packaging, Inc.	12 OCAH	O 1275	2016
		12 OCAH	O 1275	2016

HEARING(S)	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
Abandonment					
	Abdul Hamid Kadir v. Regal Dental Ceramics	4	ОСАНО	598	1994
	Adolfo Cruz Deguzman v. First America Bank Corporation	3	ОСАНО	585	1993
	Troncoso v. Ferlin Service Industries	1	ОСАНО	110	1989
	United States v. Jonel, Inc.	8	ОСАНО	1008	1998
	United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1177	2013
	United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	ОСАНО	473	1992
Bifurcation					
	Hernandez v. Farley Candy Company	5	ОСАНО	781	1995

Consolidation

	Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1063	2000			
HEARING(S)								
Evidence								
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003			
Generally								
	Abdul Hamid Kadir v. Regal Dental Ceramics	4	ОСАНО	598	1994			
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	577	1993			
	Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	ОСАНО	192	1990			
Hearings Under 8 U.S.C. Section 1324b Are Condu	Hearings Under 8 U.S.C. Section 1324b Are Conducted by ALJs							
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021			

HEARING(S)

Jury Trial				
	A.S. v. Amazon Web Services, Inc.	14	OCAHO 1381c	2021
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO 623	1994
Permissive Joinder				
	Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
Prehearing Order				
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО 1094	2003

Representation

	TOTICALINDEA				
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
	Michael K. Lee v. Airtouch Communications	6	ОСАНО	888	1996
HEARING(S)					
Request for a Hearing					
	United States v. Esther Flores-Martinez	4	ОСАНО	647	1994
		4	ОСАНО	698	1994
	United States v. Kanon Associated Services, Inc.	5	ОСАНО	800	1995
	United States v. R&M Fashion, Inc.	6	ОСАНО	826	1995
Waiver of Evidentiary Hearing					
	Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	ОСАНО	192	1990
	United States v. Marcos Iniguez-Casillas	8	ОСАНО	1001	1998
HEARSAY EVIDENCE					

Generally

	United States v. David Jenkins	5	ОСАНО	743	1995
	United States v. Mohammed Noorealam	5	ОСАНО	753	1995
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
HEARSAY EVIDENCE					
Hearsay Is Freely Admissible in Administrative Pro-	ceeding if Probative and Reliable				
			0.01.110	1004	2014
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
Summary Decision					
	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
	United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
	United States v. Snack Attack Deli, Inc.	10	ОСАНО	1137	2010
HIRE					

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Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO 1115	2005
United States v. David Jenkins	4	OCAHO 649	1994
United States v. Riverboat Delta King, Inc.	5	OCAHO 738	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO 625	1994
United States v. Williams Produce, Inc.	5	OCAHO 730	1995
United States v. Forsch Polymer Corporation	10	OCAHO 1156	2012
United States v. WSC Plumbing, Inc.	9	OCAHO 1071	2001
	United States v. Riverboat Delta King, Inc. United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations United States v. Williams Produce, Inc. United States v. Williams Produce, Inc.	United States v. David Jenkins 4 United States v. Riverboat Delta King, Inc. 5 United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations United States v. Williams Produce, Inc. 5 United States v. Williams Produce, Inc.	United States v. Riverboat Delta King, Inc. United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations United States v. Williams Produce, Inc. United States v. Williams Produce, Inc. 10 OCAHO 1156

	United States v. Sunshine Building Maintenance, Inc.	7	OCAHO 997	1998
IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT				
DHS Has Prosecutorial Discretion to Decide How to	Perform Worksite Enforcement Audits			
	United States v. Cawoods Produce, Inc.	12	2 OCAHO 1280	2016
	United States v. Muniz Concrete & Contracting, Inc.	12	2 OCAHO 1278	2016
DHS Has Prosecutorial Discretion to Decide Wheth	er to Issue Notice of Intent to Fine			
Die Has Prosecutorial Discretion to Decide Wheat	of to Issue Profice of Intellit to I file			
	United States v. Muniz Concrete & Contracting, Inc.	12	2 OCAHO 1278	2016
Enforcement Priorities Are Within DHS Discretion	Unless Prosecution is Based on Improper Grounds			
	1 1			
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	3 OCAHO 1338	2020

IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT

Fifth Amendment

	United States v. David Jenkins	4	OCAHO 649	1994
Generally				
	United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 828	1995
		6	OCAHO 828	1995
	United States v. Earl & Beverly McDougal d/b/a Grand Tradition	4	OCAHO 687	1994
	United States v. Galilee Fashions, Inc.	4	OCAHO 697	1994
	United States v. Italy Department Store, Inc.	6	OCAHO 847	1996
Handbook for Employers				
	United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003

IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT

ICE Does Not File a Charge With IER Before Filing a Complaint Under Section 1324a

TOD DOGST TOO TIME W CHANGE WITH TELL DOLONG THANKS W CO.					
Un	nited States v. HRK Investments, Inc.	13	ОСАНО	1318	2019
Misconduct	nited States v. David Jenkins	4	ОСАНО	649	1994
Presumption That Prosecution Is Undertaken in Good Fair	ith And In a Non-Discriminatory Manner nited States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
Recruitment Technical or Procedural Verification Failures Un	nited States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995

	TOTICAL INDEA			00/17/2	.021
	United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
IMMUNITY					
Recruitment					
	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Transactional					
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994
Use					
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994
INDEPENDENT INVESTIGATIONS					
Generally					

	TOTICAL INDEA				
	In re Investigation of Wal-Mart Distribution Center, Subpoena	5	ОСАНО	788	1995
	United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	594	1994
INDEPENDENT INVESTIGATIONS					
Investigations on OSC/IER's Own Initiative May Occ	cur Where There Is No Underlying Charge				
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
Investigations on OSC's Own Initiative May Occur V	Where There Is No Underlying Charge				
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
INSPECTION					
Form I-9					
	United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994
	United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
	United States v. Italy Department Store, Inc.	6	ОСАНО	847	1996

	TOTICAL INDEX			00/17/2	021
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
INSPECTION					
G 11					
Generally					
	United States v. Bayley's Quality Seafoods, Inc.	1	ОСАНО	238	1990
	United States v. Big Bear Market	1	ОСАНО	48	1989
	United States v. Citizens Utilities Company, Inc., Telephone Division	1	ОСАНО	161	1990
	United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts	1	ОСАНО	54	1989
	United States v. Land Coast Insulation, Inc.	2	ОСАНО	379	1991
	United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	ОСАНО	463	1992
INTENDING CITIZEN					
Generally					
Generally					
	United States v. Southwest Marine Corporation, a California Corporation	2	ОСАНО	400	1989
INTERLOCUTORY ORDER(S)					

INTERLOCUTORY ORDER(S)	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO 1	1370a	2020
Appeal of Interlocutory Order Construed as Motion is	for Reconsideration				
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO 1	1370a	2020
Compreller					
Generally					
	United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 8	329	1995
	United States v. Edith Fine	1	OCAHO 9	97	1989
	United States v. Koamerican Trading Corporation	1	OCAHO 6	53	1989
		1	OCAHO 6	53	1989
	United States v. Lea's Party Rentals, Inc.	1	OCAHO 1	124	1990
	United States v. Mushtaq Admed Chaudhry	3	OCAHO 5	576	1993
	United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO 7	760	1995
		5	OCAHO 7	760	1995

	United States v. Pedro Dominguez	6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		6	ОСАНО	876	1996
		7	ОСАНО	973	1997
		6	ОСАНО	876	1996
INTERLOCUTORY ORDER(S)					
Modification by the Chief Administrative Hearing Of	fficer				
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
Motion to Reconsider an Interlocutory Order					
	A.S. v. Amazon WebServices, Inc.	1.4	ОСАНО	1201 a	2021
	A.S. V. Amazon weoservices, Inc.				
		14	ОСАНО	1381b	2021
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021

TOTICAL INDEA			00/1//2	021
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
INTERLOCUTORY ORDER(S)				
OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders				
A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381b	2021
Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
Reconsideration				
A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021

Review

	United States v. Lazy Days South, Inc.	13 OCAHO 1322	2020
	United States v. Split Rail Fence Company, Inc.	10 OCAHO 1181	2013
INTERLOCUTORY ORDER(S)			
Standard of Review for Reconsideration of Interlocu	utory Order is "As Justice Requires"		
	A.S. v. Amazon WebServices, Inc.	14 ОСАНО 1381Ь	2021
INTERPRETER			
Generally			
	United States v. Mushtaq Ahmed Chaudhry	3 OCAHO 588	1993
INTERROGATORIES			
Contention Interrogatories Are a Permissible Tool o	f Discovery		
	United States v. Durable, Inc.	11 OCAHO 1221	2014

	IOPICAL INDEX			00/1//20	021
Generally INTERROGATORIES	Jorge Pugliese v. Auto-Grafica Corporation	5	ОСАНО 8	820	1995
Individual Capacity	Mr. Doron Tal v. M. L. Energia, Inc.	4	осано 6	639	1994
Response	Jose Proto Alcaraz v. General Motors Corporation	7	ОСАНО 9	962	1997
Sufficiency of Response	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО 9 ОСАНО 9		1997 1997

INTERVENTION

Generally				
	Hernandez v. Farley Candy Company	5	OCAHO 765	1995
		5	OCAHO 810	1995
	Joan A. Lardy v. United Airlines, Inc.	6	OCAHO 843	1996
JUDGMENT(S)				
Abandonment	United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.	4	ОСАНО 656	1994
Default				
	D'Amico v. Erie Community College	7	OCAHO 927	1997
	Tyrone Robinson v. New York State Family Court	5	OCAHO 814	1995
	United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO 852	1996

United States v. Abel Galvez-Malgarejo	4	ОСАНО	684	1994
United States v. Carlos Antonio Aquino	5	ОСАНО	818	1995
United States v. Green Plaza, Inc.	4	ОСАНО	618	1994
United States v. Hotel Valet, Inc. d/b/a New York Valet	6	ОСАНО	849	1996
United States v. Moses Sportswear, Inc.	6	ОСАНО	841	1996
United States v. Rodeo Night Club	5	ОСАНО	812	1995
United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.	5	ОСАНО	749	1995
United States v. U.S. Style, Inc.	6	ОСАНО	827	1995
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	ОСАНО	634	1994
United States v. Leticia Velarde	14	ОСАНО	1384	2020
United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021

Generally

JUDGMENT(S)

Document Fraud

Esther Din Brooks v. KNK Textile	3	OCAHO 545	1993
	3	OCAHO 528	1993
Esther Din Brooks v. Watts Window World	3	OCAHO 570	1993
Florinda Kattan v. Union League Club of Chicago	4	OCAHO 599	1994
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO 500	1993
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO 539	1993
Grzegirz Pioterek v. Scott Worldwide Food Service	3	OCAHO 530	1993
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO 524	1993
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO 542	1993
Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)	3	OCAHO 508	1993
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO 582	1993
Roman Udala v. New York State Department of Education	4	OCAHO 633	1994
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO 882	1996
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
United States v. Chums Corporation	6	OCAHO 842	1996
	6	OCAHO 842	1996

United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.	3	OCAHO 417	1992
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO 591	1993
United States v. Feliciano Leon-Gutierrez	6	OCAHO 875	1996
United States v. General Dynamics	3	OCAHO 517	1993
United States v. Gloria Fashions, Inc.	6	OCAHO 839	1996
	6	OCAHO 839	1996
United States v. Harran Transportation Company, Inc.	6	OCAHO 857	1996
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 861	1996
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 499	1993
United States v. Kangaroo Express of Pueblo	3	OCAHO 581	1993
United States v. McDonnell Douglas Corporation	4	OCAHO 616	1994
United States v. Orlando Diaz-Rosas	4	OCAHO 702	1994
United States v. Power Operating Company	3	OCAHO 580	1993
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO 615	1994
United States v. The Beverly Center	5	OCAHO 762	1995
United States v. Wood 'N Stuff	3	OCAHO 574	1993
United States v. Zeferino Castillo, Individually	3	OCAHO 505	1993

JUDGMENT(S)

Hearsay Evidence				
	United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO 608	1994
National Origin Claim(s)				
	Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO 406	1992
	Cecilia Araceli Basua v. Walmart #1554	3	OCAHO 535	1993
	Corneliu Curuta v. United States Water Conservation Laboratory	3	OCAHO 459	1992
	Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	OCAHO 548	1993
	Elizabeth Klimas v. Department of Treasury	3	OCAHO 419	1992
	Esther Din Brooks v. KNK Textile	3	OCAHO 528	1993
	Esther Din Brooks v. Watts Window World	3	OCAHO 501	1993
	Frank Thomas Brown v. Baltimore City Public Schools	3	OCAHO 480	1992
	Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO 500	1993

Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO 590	1993
	3	OCAHO 539	1993
Grzegirz Pioterek v. Scott Worldwide Food Service	3	OCAHO 530	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO 469	1992
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO 524	1993
John R. Alvarez v. Interstate Highway Construction	3	OCAHO 430	1992
Juan Antonio Cardona Godinez v. Armguard Security Patrol	3	OCAHO 490	1993
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO 466	1992
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO 542	1993
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO 582	1993
Sellaro v. Elektra Records	3	OCAHO 495	1993
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO 1124	2007
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO 837	1996

JUDGMENT(S)

Retaliation

JUDGMENT(S)

Summary Decision

Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	742	1995
	4	ОСАНО	718	1994
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	ОСАНО	851	1996

United States v. Kumar	6	ОСАНО	833	1996
	6	ОСАНО	833	1996
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	ОСАНО	712	1994
United States v. Lambok Sihombing	7	ОСАНО	944	1997
United States v. Leonor Yolanda Ortiz	6	ОСАНО	863	1996
	6	ОСАНО	905	1996
United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995
United States v. Martin Palominos-Talavera	6	ОСАНО	896	1996
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
	5	ОСАНО	760	1995
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

JUDICIAL ESTOPPEL

Generally

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

JUDICIAL REVIEW

Appeal of Order Dismissing	Complaint Construed as Motion for Reconsideration

Appeal of Order Dismissing Complaint Construed as Motion for Reconsideration					
	Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO 1374a	2021	
Generally					
	Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО 569	1993	
	United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO 652	1994	
OCAHO Has Authority to Stay Enforcement of A	gency's Own Order Pending Judicial Review				
	United States v. Frimmel Management, LLC	12	ОСАНО 1271	2017	
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	OCAHO 1271	2019	
		12	OCAHO 1271	2016	
		12	OCAHO 1271	2016	

	IOPICAL INDEX			00/1//2	.021
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	12	ОСАНО	1271	2016
i	United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
JUDICIAL REVIEW					
Time Period					
i de la companya de	United States v. Big Bear Market	1	ОСАНО	49	1989
ł	United States v. Dodge Printing Centers, Inc.	1	ОСАНО	159	1990
Virtue Memorandum Is Entitled to Skidmore Deference					
	Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer	10	ОСАНО	1201	2013
Virtue Memorandum Not Entitled to Chevron Deference	pe e				
	Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer	10	ОСАНО	1201	2013

JURISDICTION

	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО 1382	2020
Citizenship Claim(s)				
	Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO 593	1994
	Cecilia Araceli Basua v. Walmart #1554	3	OCAHO 547	1993
		3	OCAHO 535	1993
		3	OCAHO 549	1993
	Christopher Winkler v. Timlin Corporation	6	OCAHO 912	1997
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO 568	1993
	Elizabeth Klimas v. Department of Treasury	3	OCAHO 419	1992
	Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 612	1994
	Errol Williams v. Lucas & Associates	1	OCAHO 254	1990

Esther Din Brooks v. KNK Textile	3	OCAHO 545	1993
Fordjour v. General Dynamics	1	OCAHO 286	1991
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO 539	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO 469	1992
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	OCAHO 144	1990
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 595	1994
Juan Antonio Cardona Godinez v. Armguard Security Patrol	3	OCAHO 490	1993
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 638	1994
Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO 740	1995
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO 542	1993
Marian Ryba v. Temple Steel Company	1	OCAHO 289	1991
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO 925	1997
	7	OCAHO 925	1997
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO 628	1994
	4	OCAHO 619	1994
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO 497	1993

Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO 624	1994
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	OCAHO 457	1992
Prakash Sinha v. Infosys	14	ОСАНО 1373	2020
Richard F. Lareau v. US Airways, Inc.	7	OCAHO 932	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO 838	1996
	6	OCAHO 838	1996
United States v. Auburn University	3	OCAHO 564	1993
United States v. General Dynamics	3	OCAHO 517	1993
Costigan v. NYNEX	6	OCAHO 918	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО 1085	2002
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO 947	1997
	7	OCAHO 947	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1083	2002
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO 1036	1999

JURISDICTION

Citizenship Status

	Lee v. AT&T	7	ОСАНО	924	1997
	Tina B. Boyd v. Amzi Sherling, DDS	6	ОСАНО	916	1997
JURISDICTION					
Citizenship Status Claim(s)					
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Citizenship Status Jurisdiction					
	Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
Claims of Visa Fraud or Dogument Fraud Must Da Da	rought by the Covernment				
Claims of Visa Fraud or Document Fraud Must Be Br	lought by the Government				
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020

JURISDICTION

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

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12 OCAHO 1284	2016
Jayaben Patel v. USCIS Boston	14 OCAHO 1353	2020
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12 OCAHO 1279	2016

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

Prakash Sinha v. Infosys	14 OCAHO 1373	2020
--------------------------	---------------	------

Discrimination Claims Against Employment Agencies

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Document Abuse

Costigan v. NYNEX	6	ОСАНО	918	1997
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Lee v. AT&T	7	ОСАНО	924	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Michael K. Lee v. Airtouch Communications	6	ОСАНО	888	1996
United States v. Guardsmark	3	ОСАНО	572	1993
United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996
	4	ОСАНО	594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994

JURISDICTION

Double Jeopardy

United States v. Pedro Dominguez	6	ОСАНО	876	1996
	6	ОСАНО	876	1996
	6	ОСАНО	876	1996
	6	ОСАНО	876	1996
Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	ОСАНО	1022	1999
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Paul C. Iwuchukwu v. City of Grand Prairie	6	ОСАНО	915	1997
	6	ОСАНО	915	1997
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	ОСАНО	1054	2000

JURISDICTION

Eleventh Amendment

JURISDICTION

Employer Sanctions Private Right of Action	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Enforcement	Olimpia Tovar v. United States Postal Service	4	ОСАНО	650	1994
Exclusive Citizenship Status	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1083	2002
Federal Rules & Circuit Court Case Law Serve as Guidance on Subject Matter Jurisdiction Issues					
	Jayaben Patel v. USCIS Boston	14	4 OCAHO	1353a	2020

1 OCAHO 214

1990

JURISDICTION

Filing A Timely IER Charge Is A Condition Precedent to Filing a 1324b Complaint With OCAHO

	Prakash Sinha v. Infosys	14	OCAHO 1373	3	2020
	Zaji Obatala Zajradhara	14	OCAHO 1363	3c	2021
Generally					
	Drahomira Adame v. Dunkin Donuts	4	OCAHO 691		1994
	Earl Russel Horne v. Town of Hampstead	6	OCAHO 906		1997
	Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche	1	OCAHO 222		1990
	Esther Din Brooks v. KNK Textile	3	OCAHO 545		1993
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO 1085	5	2002
	In re Investigation of Carolina Employers Association, Subpoena	3	OCAHO 455		1992
	Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 259		1990

Jairo Diaz v. Canteen Corporation	2	ОСАНО	332	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1083	2002
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	ОСАНО	923	1997
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation	4	ОСАНО	707	1994
Maria Gordillo v. Illinois Department of Employment Security	3	ОСАНО	542	1993
Mester Manufacturing Company v. United States	1	ОСАНО	44	1989
	1	ОСАНО	44	1989
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	ОСАНО	850	1996
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996

United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO 852	1996
United States v. Charo's Corporation d/b/a Charo's Restaurant	3	OCAHO 467	1992
United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.	3	OCAHO 417	1992
United States v. Esther Flores-Martinez	4	OCAHO 682	1994
United States v. Frank's Meat Company, a Sole Proprietorship	3	OCAHO 513	1993
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	1	OCAHO 216	1990
United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts	1	OCAHO 54	1989
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO 321	1991
United States v. Hotel Martha Washington Corporation	5	OCAHO 786	1995
United States v. Kaday Musu Thoronka	5	OCAHO 725	1995
United States v. Law Offices of Manulkin, Glaser & Bennett	1	OCAHO 100	1989
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
United States v. McDonnell Douglas Corporation	2	OCAHO 351	1991
United States v. Mesa Airlines	1	OCAHO 74	1989
	1	OCAHO 74	1989
United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.	1	OCAHO 184	1990
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	OCAHO 184	1990

United States v. Nicolas Tinoco-Medina	5	OCAHO 806	1995
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	OCAHO 308	1991
United States v. Renato Parondo Jaque	6	OCAHO 823	1995
	6	OCAHO 823	1995
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	OCAHO 201	1990
United States v. Sizzler Restaurants International, Inc.	2	OCAHO 325	1991
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO 112	1989
United States v. Townsend Culinary, Inc.	8	OCAHO 1032	1999
United States v. U.S. Style, Inc.	5	OCAHO 793	1995

JURISDICTION

In Evaluating Subject Matter Jurisdiction, ALJ Is Not Limited to Allegations in the Complaint

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

TODICAL INDEV 06/17/2021

	TOPICAL INDEX			06/17/2	021
	Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO 1	1376	2020
	Prakash Sinha v. Infosys	14	OCAHO 1	1373	2020
JURISDICTION					
Issue of Subject Matter Jurisdiction May Be Raised	Sua Sponte by the Court				
	Martine Mbitaze v. City of Greenbelt	13	OCAHO 1	1345a	2020
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO 1	1332g	2020
Issue of Subject Matter Jurisdiction My Be Raised S	Sua Sponte by the Court				
	Prakash Sinha v. Infosys	14	OCAHO 1	1373	2020
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	OCAHO 1	1365	2020
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	OCAHO 1	1368	2020

Jurisdiction

	Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	ОСАНО	1033	1999
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
JURISDICTION					
Jurisdiction in Section 1324b Cases Is Limited to Dis	scriminatory Failure to Hire and Discharge				
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Limitation(s)					
	Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	593	1994
	Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	547	1993
		3	ОСАНО	535	1993
	Drahomira Adame v. Dunkin Donuts	4	ОСАНО	691	1994
	Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	ОСАНО	203	1990
	Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	ОСАНО	192	1990
	Jarvis v. AK Steel	7	ОСАНО	930	1997

Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
Stephen A. Lewis v. Ogden Services	2	ОСАНО	375	1991
Syed Fayyaz v. The Sheraton Corporation	1	ОСАНО	152	1990
United States v. Marcel Watch Corporation	1	ОСАНО	143	1990
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989

JURISDICTION

Limitations on OCAHO's Jurisdiction Under 8 U.S.C. Section 1324b

Aurelio Galindo v. Smithfield Foods & Yuma County	14 OCAHO 1369	2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14 OCAHO 1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14 OCAHO 1368	2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14 OCAHO 1379	2020
United States v. Capital Fireproof Door	14 OCAHO 1372	2020

Memorandum of Understanding (MOU)

Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO 892	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO 907	1997
United States v. Auburn University	4	OCAHO 617	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 879	1996

JURISDICTION

National Origin

Costigan v. NYNEX	6	ОСАНО	918	1997
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997

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

JURISDICTION

National Origin Claim(s)

Anthony F. Lundy v. OOCL, Inc.	1	OCAHO 215	1990
Bassey J. Udofot v. General Electric Company, Astro-Space Division	1	OCAHO 205	1990
Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO 593	1994
Ching Hua Huang v. United States Postal Service	2	OCAHO 313	1991
Christopher Winkler v. Timlin Corporation	6	OCAHO 912	1997
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO 392	1991
	2	OCAHO 374	1991
Drahomira Adame v. Dunkin Donuts	4	OCAHO 691	1994
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 612	1994
Errol Williams v. Lucas & Associates	1	OCAHO 254	1990
Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche	1	OCAHO 222	1990
Fordjour v. General Dynamics	1	OCAHO 286	1991
George Suchta v. United States Postal Service	2	OCAHO 327	1991

Hector Cascante v. Kayak Club	1	ОСАНО	223	1990
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	ОСАНО	144	1990
Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	ОСАНО	192	1990
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jairo Diaz v. Canteen Corporation	2	ОСАНО	332	1991
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Jose N. Hernandez v. City of Santa Ana	4	ОСАНО	663	1994
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
Marian Ryba v. Temple Steel Company	1	ОСАНО	289	1991
Michael K. Wockenfuss v. Bureau of Prisons	5	ОСАНО	767	1995
Michael Williamson v. Autorama, Inc.	1	ОСАНО	174	1990
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
	4	ОСАНО	639	1994
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020

Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
Stephen A. Lewis v. Ogden Services	2	ОСАНО	375	1991
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Tina B. Boyd v. Amzi Sherling, DDS	6	ОСАНО	916	1997
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002

JURISDICTION

National Origin Jurisdiction

Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
	7	ОСАНО	947	1997
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
	13	ОСАНО	1345a	2020
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

JURISDICTION

No Private Right of Action to Bring a Document Fraud Claim Under Section 1324c

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

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

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12 OCAHO 1284 2016
Jayaben Patel v. USCIS Boston	14 OCAHO 1353 2020
	14 OCAHO 1353a 2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14 OCAHO 1365 2020
	14 OCAHO 1365 2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14 OCAHO 1368 2020
	14 OCAHO 1368a 2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13 OCAHO 1332g 2020
Washington Younggil Kim Jung Windsor	12 OCAHO 1294 2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12 OCAHO 1279 2016

JURISDICTION

OCAHO Has Jurisdiction Over Visa Fraud Claims, But Such Claims Must be Brought by the Government

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

JURISDICTION

OCAHO Has No Jurisdiction Over Section 1324b Claims Against Employers With Three or Fewer Employees

Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

OCAHO Is A Forum of Limited Jurisdiction & Has Only the Jurisdiction Which Congress Prescribes

Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	14	ОСАНО	1353a	2020
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
	14	ОСАНО	1368a	2020

TOPICAL INDEX			06/17/2021			
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020	
· ·	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020	
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020	
JURISDICTION						
OCAHO Lacks Jurisdiction Over Claims Arising Under	r 8 U.S.C. § 1188					
	Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321	2019	
OCAHO May Hear A Charge Filed with Both OCAHO	and the EEOC if the EEOC Lacks Jurisdiction					
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020	
OCAHO May Lack Jurisdiction Over National Origin O	Claim if it Overlaps With an EEOC Charge					
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020	
1	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020	

06/17/2021 TOPICAL INDEX

JURISDICTION

Office of Special Counsel Hivesugation(s)	Office o	f Special	Counsel	Investigation((s)
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Office of Special Counsel Investigation(s)								
	In re Investigation of Conoco, Inc., Subpoena	8	ОСАНО	1049	2000			
	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	ОСАНО	1246	2015			
Original								
Citizenship Status								
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1083	2002			
Party Invoking Jurisdiction Bears the Burden to Establish That The Court Has Jurisdiction								
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353a	2020			
	Prakash Sinha v. Infosys	14	ОСАНО	1373	2020			
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020			
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020			

	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP United States v. Capital Fireproof Door		ОСАНО ОСАНО		2020 2020
JURISDICTION					
Persons Protected					
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	ОСАНО	880	1996
Retaliation					
	Brenda Bent v. Brotman Medical Center Pulse Health Services	5	ОСАНО	764	1995
	Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
	Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	626	1994
	Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	ОСАНО	675	1994

Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Kasathsko v. Internal Revenue Service	6	ОСАНО	840	1996
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
Paul C. Iwuchukwu v. City of Grand Prairie	6	ОСАНО	915	1997
	6	ОСАНО	915	1997
	6	ОСАНО	869	1996
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville	6	ОСАНО	881	1996
Tyrone Robinson v. New York State Family Court	5	ОСАНО	814	1995
United States v. Auburn University	4	ОСАНО	688	1994

JURISDICTION

Sovereign

9 OCAHO 1057

2000

Statute Does Not Authorize Private Individuals to File Complaints Alleging Section 1324a Violations

JURISDICTION	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Subject Matter Jurisdiction					
	Cormia v. Home Care Giver Services	10	ОСАНО	1160	2012
	D'Amico v. Erie Community College	7	ОСАНО	948	1997
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
	Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
	James R. Cook v. Pro Source, Inc.	7	ОСАНО	960	1997
	Jarvis v. AK Steel	7	ОСАНО	930	1997
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353a	2020
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
	Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997

Massala Prince Reffell v. Prairie View A&M University

MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
	14	ОСАНО	1368a	2020
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	ОСАНО	1054	2000
	8	ОСАНО	1042	2000
Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting	12	ОСАНО	1279	2016
Center Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a	14	ОСАНО	1382	2020
Kengxindun Apartment Rental	14	ОСАНО	1382	2020

Subpoena				
	In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO 751	1995
	In re Investigation of Miccosukee Resort	9	OCAHO 1114	2004
	In re Investigation of Wal-Mart Stores, Subpoena	5	ОСАНО 754	1995
JURISDICTION				
Subsequent to Final Order Tax Protester	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО 1098	2003
	Bunn v. USX/US Steel	7	OCAHO 985	1998
	Christopher Winkler v. West Capital Financial Services	7	OCAHO 928	1997
	Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO 934	1997
	Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO 939	1997
	Hutchinson v. GTE Data Services	7	OCAHO 954	1997

James R. Cook v. Pro Source, Inc.	7	ОСАНО	960	1997
Jay S. Manning v. The City of Jacksonville	7	ОСАНО	956	1997
Lee v. AT&T	7	ОСАНО	924	1997
Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994

9 OCAHO 1085

2002

Gloria Ondina-Mendez v. Sugar Creek Packing Company

The Issue of Subject Matter Jurisdiction May Be Raised at Any Time

JURISDICTION

Temporary Protected Status (TPS)

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	14	ОСАНО	1353a	2020
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	ОСАНО	1279	2016
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
United States v. Auburn University	4	ОСАНО	617	1994
	4	ОСАНО	602	1994

JURISDICTION

Time Computation(s)

JURISDICTION

Time Limitation(s)

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	ОСАНО	1033	1999
Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
Julian Sahagun v. Bend-Pack, Inc.	5	ОСАНО	809	1995
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	ОСАНО	726	1995
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	838	1996
	6	ОСАНО	838	1996
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

Under Section 1324b, Complainant Must Allege An Unfair Immigration-Related Employment Practice

	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
JURISDICTION					
Virtue Memorandum Not Entitled to Chevron Defer	rence				
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
KNOWING USE					
Generally					
	United States v. Hardeep Singh	3	ОСАНО :	520	1993
	United States v. Leonor Yolanda Ortiz	6	OCAHO 9	905	1996
	United States v. Maria Sourovova	8	ОСАНО	1020	1998
	United States v. Marisol Chavez-Ramirez	5	ОСАНО 7	774	1995
KNOWINGLY CONTINUE TO EMPLOY					

Generally

	United States v. Aid Maintenance Company, Inc.	8	ОСАНО	1023	1999
	United States v. Jonel, Inc.	8	ОСАНО	1008	1998
	United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
KNOWINGLY CONTINUE TO EMPLOY					
Knowing Hire Violations Are Far More Serious Than	Any Paperwork Violations				
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
KNOWINGLY HIRE					
Admission(s)					
	United States v. Valencia Bar & Liquors, Inc.	7	ОСАНО	995	1998
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
Civil Money Penalty					
	United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	ОСАНО	1013	1998

KNOWINGLY HIRE

Defense(s)				
	United States v. Northern Michigan Fruit Company	4	OCAHO 667	1994
	United States v. Sunshine Building Maintenance, Inc.	7	OCAHO 997	1998
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO 1092	2003
Employment Eligibility Generally	United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
	United States v. Aid Maintenance Company, Inc.	8	OCAHO 1023	1999
	United States v. Alberta Sosa, Inc.	6	OCAHO 831	1996
	United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	OCAHO 462	1992

United States v. Business Teleconsultants, Ltd.	3	OCAHO 565	1993
United States v. Christie Automotive Products	2	OCAHO 361	1991
United States v. Dubois Farms, Inc.	2	OCAHO 376	1991
United States v. Giamblis Enterprises	6	OCAHO 834	1996
United States v. Great Bend Packing Company	6	OCAHO 835	1996
United States v. Irma Hernandez	8	OCAHO 1043	2000
United States v. Jonel, Inc.	8	OCAHO 1008	1998
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO 931	1997
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO 396	1991
United States v. Oscar Chacon, Sr.	3	OCAHO 578	1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO 337	1991
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO 583	1993
United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
United States v. Saeed Rahimzadeh Corporation	3	OCAHO 551	1993
United States v. Tri-Component Product Corporation	6	OCAHO 853	1996
United States v. Tuttle's Design Build, Inc.	2	OCAHO 370	1991

KNOWINGLY HIRE	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО 1	2003
Good Faith Defense				
	United States v. Valencia Bar & Liquors, Inc.	7	OCAHO 9	995 1998
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO 1	1092 2003
KNOWLEDGE				
Constructive Knowledge				
	United States v. Aid Maintenance Company, Inc.	7	OCAHO 9	951 1997
	United States v. American McNair, Inc.	1	OCAHO 2	285 1991
	United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 8	328 1995
		6	OCAHO 8	328 1995
	United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO 2	200 1990
	United States v. C&D Plastics, Inc.	1	OCAHO 2	240 1990
	United States v. Cafe Camino Real, Inc.	2	OCAHO 3	1991

United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	123	1990
United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015
United States v. Jonel, Inc.	8	ОСАНО	1008	1998
	7	ОСАНО	967	1997
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Mester Manufacturing Company	1	ОСАНО	18	1988
United States v. New El Rey Sausage Company	1	ОСАНО	66	1989
United States v. Noel Plastering & Stucco, Inc.	3	ОСАНО	427	1992
	2	ОСАНО	377	1991
United States v. Oscar Chacon, Sr.	3	ОСАНО	578	1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	337	1991
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures,	3	ОСАНО	583	1993
inc. United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. USA Café	1	ОСАНО	42	1989

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence						
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016	
KNOWLEDGE						
Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed						
	United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015	
Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge						
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016	
Generally						
	United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	ОСАНО	151	1990	
	United States v. Chicken By Chickadee Farms, Inc.	3	ОСАНО -	423	1992	

United States v. Christie Automotive Products	2	2	ОСАНО	361	1991
United States v. Furr's/Bishop's Cafeterias d/b/	a Furr's Cafeterias 2	2	ОСАНО	330	1991
	2	2	ОСАНО	330	1991
United States v. Honorio Carmona-Anica	5	5	ОСАНО	770	1995
United States v. Leonor Yolanda Ortiz	6	6	ОСАНО	889	1996
United States v. Mr. Z Enterprise	1	1	ОСАНО	288	1991
United States v. PPJV, Inc. d/b/a Publishers Pr	ess 2	2	ОСАНО	337	1991
United States v. Southwest Marine Corporation	, a California Corporation	3	ОСАНО	429	1992
United States v. The Body Shop	1	1	ОСАНО	149	1990
United States v. YES Industries d/b/a Soft Touc	h Carwash	1	ОСАНО	198	1990
United States v. 4431, Inc. t/a Candlelight Inn	4	4	ОСАНО	611	1994
United States v. China Wok Restaurant, Inc., a	Nebraska Corporation 4	4	ОСАНО	608	1994
United States v. Mark Steven Carter d/b/a Dixid	e Industrial Service Company	7	ОСАНО	931	1997
United States v. Noel Plastering & Stucco, Inc.	2	2	ОСАНО	377	1991

KNOWLEDGE

Imputed Knowledge

	TOTICAL INDEA			00/1//2	2021		
	United States v. Oscar Chacon, Sr.	3	ОСАНО	578	1993		
	United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	91	1989		
KNOWLEDGE							
Knowing Hire							
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003		
Knowledge Can Be Established Through Circumstantial Evidence							
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020		
Summary Decision							
	United States v. Felipe De Leon-Valenzuela	7	ОСАНО	993	1998		
	United States v. Haim Co., Inc.	7	ОСАНО	988	1998		

4 OCAHO 638

1994

LABOR CERTIFICATION

U.S. Worker Cannot Be Rejected Based on Criteria Not Listed in Job Order						
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11 O	OCAHO 1252	2015		
U.S. Worker Must Be Considered Qualified If Minimum Requirements of Job Order Are Met						
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11 O	OCAHO 1256	2015		
		11 O	OCAHO 1252	2015		
LEGISLATIVE HISTORY						
Disparate Treatment						

Krzysztof Zarazinski v. Anglo Fabrics, Company

Document Abuse

IUFICAL INDEA				00/1//2	2021			
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003			
LEGISLATIVE HISTORY								
Generally								
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003			
	United States v. Guardsmark	3	ОСАНО	572	1993			
	United States v. Monica Zapata-Cosio	5	ОСАНО	822	1995			
	United States v. Mourad Abu Remileh	5	ОСАНО	724	1995			
		5	ОСАНО	724	1995			
	United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	594	1994			
LIABILITY								
Absent Extension of Time, Employer Cannot Avoid Liability by Submitting I-9s Later in Process								
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020			

Citizenship Status Discrimination

	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1100	2003
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1252	2015
LIABILITY					
Citizenship Status Jurisdiction	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО :	1332g	2020
Continuing Violation(s)					
	United States v. Curran Engineering Company, Inc.	7	OCAHO 9	975	1997
	United States v. Fairfield Jersey, Inc.	9	ОСАНО	1069	2001
	United States v. Robison Fruit Ranch, Inc.	6	OCAHO 8	855	1996
	United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО 9	940	1997

Co-Owners of an Enterprise are Jointly and Severally Liable

LIABILITY	United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	ОСАНО	1209	2014
Corporate Veil					
	Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	639	1994
Corporation(s)					
	Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	639	1994
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
	United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	759	1995
	United States v. Continental Sports Corporation	5	ОСАНО	780	1995
	United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994

Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted

	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016			
LIABILITY								
Employers Are Routinely Held Liable for Acts of the Authorized Agents								
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015			
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015			
Failure to Complete I-9 Form for Employee Who V	Vorks Fewer Than Three Business Days							
	United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013			
	United States v. Golden Employment Group, Inc.	12	ОСАНО	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	ОСАНО	1186	2013			

LIABILITY

Generally

9	OCAHO 1100	2003
5	OCAHO 790	1995
5	OCAHO 727	1995
5	OCAHO 727	1995
5	OCAHO 822	1995
5	OCAHO 775	1995
	5	 5 OCAHO 790 5 OCAHO 727 5 OCAHO 727 5 OCAHO 822

Individual Capacity

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

Liability Based on the Admissions in Respondents' Pleadings

	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020				
LIABILITY									
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	ОСАНО	1286	2016				
Dan annually Dagwinson ant(a)/Violation(a)									
Paperwork Requirement(s)/Violation(s)									
	United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994				
	United States v. David Jenkins	5	ОСАНО	743	1995				
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010				
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019				
	United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010				
	United States v. Onion River Sports, Inc.	4	ОСАНО	673	1994				
	United States v. R&M Fashion, Inc.	6	ОСАНО	826	1995				
	United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996				

LIABILITY

Personal

United States v. Blueberry Hill Family Restaurant, Inc.	4	ОСАНО	704	1994
United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	759	1995
United States v. Continental Sports Corporation	5	ОСАНО	780	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	ОСАНО	583	1993

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c

United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
	14	ОСАНО	1349	2020
United States v. Leticia Velarde	14	ОСАНО	1384	2020
United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021

12 OCAHO 1274

2016

	IOPICAL INDEX			00/1//2	.021
Substantial Compliance					
	United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	ОСАНО	865	1996
LIABILITY					
Successorship Liability					
	United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	ОСАНО	1291	2016
	United States v. Spring & Soon Fashion, Inc.	7	ОСАНО	982	1997
		8	ОСАНО	1003	1998
Summary Decision					
	United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
	United States v. Continental Sports Corporation	5	ОСАНО	799	1995
		5	ОСАНО	799	1995
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010

United States v. Golden Employment Group, Inc.

06/17/2021 TOPICAL INDEX

	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019		
	United States v. International Packaging, Inc.	12	ОСАНО	1275	2016		
		12	ОСАНО	1275	2016		
	United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	ОСАНО	851	1996		
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016		
	United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010		
MEMORANDUM OF UNDERSTANDING (MOU)							
Equal Employment Opportunity Commission							
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994		
	Sara Caspi v. William J. Hoffman and Trigild Corporation	6	ОСАНО	907	1997		
	United States v. Auburn University	4	ОСАНО	617	1994		
Office of Special Counsel/Immigrant and Employee Rights Section							

7 OCAHO 985

1998

Bunn v. USX/US Steel

TOPICAL INDEX			06/17/2021		
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO 89	2	1996
	Linda S. Walker v. United Airlines, Inc.	4	OCAHO 68	66	1994
	Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO 90	7	1997
	United States v. Auburn University	4	OCAHO 61	7	1994
	United States v. Hyatt Regency Lake Tahoe	6	OCAHO 87	9	1996
MIRANDA-TYPE WARNINGS					
Generally					
	United States v. Cristina Galeas	5	OCAHO 79	0	1995
MITIGATION					

United States v. The Red Coach Restaurant, Inc.

10 OCAHO 1200

2013

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

Back Pay

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
United States v. Acosta, Inc. d/b/a McDonald's	7	ОСАНО	961	1997
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	ОСАНО	407	1992
United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
	7	ОСАНО	933	1997
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Giamblis Enterprises	6	ОСАНО	834	1996
United States v. Great Bend Packing Company	6	ОСАНО	835	1996

MITIGATION

Civil Money Penalty

United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO 627	1994
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO 756	1995
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO 819	1995
United States v. Mourad Abu Remileh	6	OCAHO 825	1995
United States v. Nicolas Tinoco-Medina	6	OCAHO 890	1996
United States v. Orlando Diaz-Rosas	4	OCAHO 702	1994
United States v. Ricardo Calderon, Inc.	6	OCAHO 832	1996
	6	OCAHO 832	1996
United States v. Riverboat Delta King, Inc.	5	OCAHO 738	1995
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO 958	1997
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO 625	1994
United States v. Williams Produce, Inc.	5	OCAHO 730	1995

MITIGATION

Duty to Mitigate Damages Under Section 1324b

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

MITIGATION

Education				
	United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO 625	1994
Employment Authorization				
	United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO 611	1994
Entitlement				
	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO 964	1997
	Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 189	1990
	United States v. Educational Employment Enterprise	1	OCAHO 283	1991
	United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO 414	1992
	United States v. Mesa Airlines	1	OCAHO 74	1989

TOFICAL	INDEA		00/1//20	721
United States v. M	esa Airlines 1	ОСАНО	74	1989
United States v. M	onfort, Inc. 4	ОСАНО	597	1994
United States v. Ro	sario Strano and Vito Strano d/b/a Strano Farms 4	ОСАНО	636	1994
MITIGATION				
Failure to Show That Certain Individuals Were Unauthorized Does Not R	equire Mitigation			
United States v. Ro	mans Racing Stables, Inc. 11	ОСАНО	1232	2014
Form I-9				
United States v. Co	nina Wok Restaurant, Inc., a Nebraska Corporation 4	ОСАНО	608	1994
United States v. El	Paso Hospitality, Inc. 5	ОСАНО	737	1995
United States v. Ho	osung Cleaning Corporation d/b/a Sun Cleaner 4	ОСАНО	670	1994

Generally

United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing	3	OCAHO 494	1993
United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	OCAHO 462	1992
United States v. Business Teleconsultants, Ltd.	3	OCAHO 565	1993
United States v. Central Nebraska Packing, Inc.	4	OCAHO 714	1994
United States v. David Day d/b/a David Day Masonry	3	OCAHO 575	1993
United States v. Davis Nursery, Inc.	4	OCAHO 694	1994
United States v. Ebrahim Banafsheha	3	OCAHO 525	1993
	3	OCAHO 525	1993
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO 592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO 591	1993
United States v. Four Star Knitting, Inc.	6	OCAHO 868	1996
United States v. Giannini Landscaping, Inc.	3	OCAHO 573	1993
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 499	1993
United States v. Kangaroo Express of Pueblo	3	OCAHO 581	1993
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO 819	1995
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO 479	1992
United States v. Minaco Fashions, Inc.	3	OCAHO 587	1993

United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО	652	1994
United States v. Redi-Cut Foods, Inc.	4	ОСАНО	659	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	ОСАНО	509	1993
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
United States v. The Beverly Center	5	ОСАНО	762	1995
United States v. Wood 'N Stuff	3	ОСАНО	574	1993
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	758	1995
United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
United States v. Danny Mathis d/b/a Mathis Maspory	4	ОСАНО	717	1994
	4	ОСАНО	717	1995
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997

MITIGATION

Good Faith Defense

United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Mesabi Bituminous, Inc.	5	ОСАНО	801	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994
United States v. Riverboat Delta King, Inc.	5	ОСАНО	738	1995
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996
United States v. Williams Produce, Inc.	5	ОСАНО	730	1995
Zelleka Getahun v. Dupont Merck Pharmaceutical Company	8	ОСАНО	1041	1999

MITIGATION

Ignorance of Statutory Requirements

TOTTC/IL IT VDLX				
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Onion River Sports, Inc.	4	ОСАНО	673	1994
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	ОСАНО	1206	2013
MITIGATION				
Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith				
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014
Illegal Alien(s)				
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	ОСАНО	803	1995
United States v. Giamblis Enterprises	6	ОСАНО	834	1996
United States v. Great Bend Packing Company	6	ОСАНО	835	1996
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	ОСАНО	637	1994
United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996

10 OCAHO 1200

2013

MITIGATION

Injunctive Relief					
	Anthony F. Lundy v. OOCL, Inc.	1	ОСАНО	215	1990
		1	ОСАНО	196	1990
	Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	148	1990
	Joan A. Lardy v. United Airlines, Inc.	3	ОСАНО	450	1992
Instruction Given to Respondent to Refrain from Back	Edating Put Respondent on Notice of Prohibition United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013
Lack of History of Previous Violations Does Not Requ	uire the ALJ to Mitigate Civil Penalty				
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014

United States v. The Red Coach Restaurant, Inc.

1 OCAHO 291

1991

MITIGATION

Monetary Damages

Mitigation

Coraizaca v. Yesterday's Restaurant	2	OCAHO 304	1991
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO 964	1997
Zelleka Getahun v. Dupont Merck Pharmaceutical Company	8	OCAHO 1041	1999
Coraizaca v. Yesterday's Restaurant	2	OCAHO 304	1991
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO 964	1997
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 189	1990
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 189	1990
Juan Coraizaca v. Yesterday's Restaurant	2	OCAHO 340	1991
Thereza A. Freeman v. Mexico Studio Owners	1	OCAHO 291	1991

Thereza A. Freeman v. Mexico Studio Owners

Thereza A. Freeman v. Mexico Studio Owners	1	OCAHO 291	1991
United States v. A.J. Bart, Inc.	3	OCAHO 538	1993
United States v. Educational Employment Enterprise	1	OCAHO 283	1991
United States v. Educational Employment Enterprise	1	OCAHO 283	1991
United States v. Educational Employment Enterprise	1	OCAHO 283	1991
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO 141	1990
	1	OCAHO 106	1989
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO 141	1990
	1	OCAHO 106	1989
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO 414	1992
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
	1	OCAHO 169	1990
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
	1	OCAHO 169	1990
United States v. Mesa Airlines	1	OCAHO 74	1989
	1	OCAHO 74	1989

United States v. Mesa Airlines	1	OCAHO 74	1989
	1	OCAHO 74	1989
United States v. Mesa Airlines	1	OCAHO 74	1989
	1	OCAHO 74	1989
United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO 486	1993
United States v. Redi-Cut Foods, Inc.	4	OCAHO 659	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO 636	1994
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO 407	1992
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO 429	1992
United States v. Draper-King Cole, Inc.	7	OCAHO 933	1997
	7	OCAHO 933	1997

Reinstatement

MITIGATION

Reduction

Previous Violation(s)

	Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 189	1990
	Thereza A. Freeman v. Mexico Studio Owners	1	OCAHO 291	1991
	United States v. Marcel Watch Corporation	1	OCAHO 143	1990
	United States v. Mesa Airlines	1	OCAHO 74	1989
		1	OCAHO 74	1989
	United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO 407	1992
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	8	OCAHO 1041	1999
MITIGATION				
Seriousness of Violation(s)				
Reduction				
	United States v. Draper-King Cole, Inc.	7	OCAHO 933	1997
		7	OCAHO 933	1997
Size of Business				
	United States v. Draper-King Cole, Inc.	7	OCAHO 933	1997

United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
United States v. Enrique Reyes d/b/a King's Produce	4	ОСАНО	592	1994
United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo	10	ОСАНО	1170	2013
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996
United States v. Williams Produce, Inc.	5	ОСАНО	730	1995
United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
United States v. Ebrahim Banafsheha	3	ОСАНО	525	1993
	3	ОСАНО	525	1993
United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and	3	ОСАНО	554	1993
Wheels	3	ОСАНО	554	1993

MODIFICATION

Generally

United States v. Galilee Fashions, Inc.	4	OCAHO 697	1994
United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez	5	OCAHO 732	1995
	5	OCAHO 732	1995
United States v. Landscapes By Susanna	3	OCAHO 556	1993
	3	OCAHO 556	1993
United States v. Maria Teresa De Jesus Morales-Martinez	5	OCAHO 727	1995
	5	OCAHO 727	1995
United States v. Mohammed Noorealam	5	OCAHO 797	1995
	5	OCAHO 797	1995
United States v. Mourad Abu Remileh	5	OCAHO 724	1995
	5	OCAHO 724	1995
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics	3	OCAHO 559	1993
Landscape Management	3	OCAHO 559	1993

MODIFICATION

Modification by the Chief Administrative Hearing Officer

United States v. Lazy Days South, Inc.

13 OCAHO 1322 2020

06/17/2021 TOPICAL INDEX

MODIFICATION

Summary Decis	sion
---------------	------

	United States v. Cristina Galeas	5	ОСАНО	790	1995
	United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
		5	ОСАНО	760	1995
MOTION(S)					
Abandonment					

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 1994

Adjudicatory Relief

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner 4 OCAHO 696 1994

Α			nd	۱.,	1
А	m	1 e1	ทด	ec	٦

	United States v. Agripac, Inc.	8	OCAHO 1028	1999
	United States v. Burns and Intra-Continental Enterprises	4	OCAHO 679	1994
	United States v. Felipe De Leon-Valenzuela	8	OCAHO 1004	1998
	United States v. Galilee Fashions, Inc.	4	OCAHO 697	1994
	United States v. Mr. Z Enterprise	1	OCAHO 162	1990
	United States v. Sunshine Building Maintenance, Inc.	6	OCAHO 913	1997
	Wartan Bozoghlanian v. Hughes Radar Systems Group	5	OCAHO 741	1995
n fo	or Reconsideration			

Appeal of Interlocutory Order Construed as Motion for Reconsideration

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a 2020

Bifurcation

MOTION(S)

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

	United States v. Agripac, Inc.	8	OCAHO 1012	1998
MOTION(S)				
Clarification				
Charitedion				
	Ramiro A. Villalobos v. Roumiguiere Vineyards	4	OCAHO 630	1994
Compel				
	Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO 487	1993
	Dinko Sefic v. Marconi Wireless	9	OCAHO 1125	2007
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1087	2002
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО 1096	2003
	Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 493	1993
	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO 613	1994
	United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm	1	OCAHO 213	1990
	United States v. Marvlee, Inc.	5	OCAHO 728	1995

United States v. Noel Plastering & Stucco, Inc.	2	OCAHO 319	1991
United States v. Northwest Airlines, Inc.	3	OCAHO 452	1992
United States v. Robison Fruit Ranch, Inc.	4	OCAHO 700	1994
United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant	1	OCAHO 265	1990
United States v. SDI Industries, Inc.	3	OCAHO 465	1992
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO 1082	2002
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO 563	1993
United States v. Townsend Culinary, Inc.	7	ОСАНО 996	1998
United States v. Tuttle's Design Build, Inc.	3	OCAHO 422	1992
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO 409	1992
	2	OCAHO 390	1991

2 OCAHO 398

1991

United States v. Head Foil, Inc. d/b/a Head Foil Corporation

MOTION(S)

Continuance

3 OCAHO 505

1993

Decision on Written Submission(s)

MOTION(S)	United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO 712	1994
Default Judgment				
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО 1370ь	2021
	D'Amico v. Erie Community College	7	OCAHO 927	1997
	Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 156	1990
	Sellaro v. Elektra Records	3	OCAHO 461	1992
	United States v. Continental Sports Corporation	4	OCAHO 640	1994
	United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway	3	OCAHO 485	1993
	United States v. Midtown Fashion, Inc.	4	OCAHO 665	1994
	United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO 473	1992
	United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.	5	OCAHO 749	1995
	United States v. William L. Garcia d/b/a La Buena, Inc.	7	OCAHO 950	1997

United States v. Zeferino Castillo, Individually

MOTION(S)

Defense(s)			
Good Faith Defense			
	United States v. Anthony Borrelli and Sons, Inc.	8 OCAHO 1027 19	99
	United States v. LFW Dairy Corporation	10 OCAHO 1129 20	09
Definition			
	A.S. v. Amazon WebServices, Inc.	14 OCAHO 1381e 20	21
Denial of Motion			
		12 001110 1212	10
	United States v. HRK Investments, Inc.	13 OCAHO 1318 20	19
	United States v. WSC Plumbing, Inc.	8 OCAHO 1045 20	000

Denial of Motion to Dismiss

Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020

MOTION(S)

Dismissal

Earl Russel Horne v. Town of Hampstead	6	ОСАНО	884	1996
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
	9	ОСАНО	1066	2001
Eusebio Huesca v. Rojas Bakery	4	ОСАНО	654	1994
Frank Thomas Brown v. Baltimore City Public Schools	3	ОСАНО	480	1992
Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
Grzegirz Pioterek v. Scott Worldwide Food Service	3	ОСАНО	530	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	ОСАНО	469	1992

Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO 8	892	1996
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO 3	345	1991
James D. Westendorf v. Brown & Root, Inc.	3	OCAHO 4	477	1992
Jarvis v. AK Steel	7	OCAHO 9	930	1997
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO 5	537	1993
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1	1083	2002
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO 5	524	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 5	595	1994
Lazaro Antonio Arrieta v. Michigan Employment Security Commission	3	OCAHO 4	471	1992
Linda S. Walker v. United Airlines, Inc.	4	OCAHO 6	586	1994
Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati	1	OCAHO 1	128	1990
Roman Udala v. New York State Department of Education	4	OCAHO 6	533	1994
Sellaro v. Elektra Records	3	OCAHO 4	461	1992
Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	OCAHO 8	850	1996
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO 4	481	1993
Tito Ponce Chavez v. National By-Products	4	OCAHO 6	520	1994
Tulin E. Mangir v. TRW, Inc.	4	ОСАНО 6	572	1994

United States v. Auburn University	3	ОСАНО	564	1993
United States v. Farmers Insurance Group of Companies	1	ОСАНО	22	1988
United States v. Frank's Meat Company, a Sole Proprietorship	3	ОСАНО	513	1993
United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
United States v. HRK Investments, Inc.	13	ОСАНО	1318	2019
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1040	2000
	8	ОСАНО	1040	2000
United States v. Red Lobster	4	ОСАНО	631	1994
United States v. Redi-Cut Foods, Inc.	4	ОСАНО	659	1994
United States v. Victor Hugo Baches-Corado	3	ОСАНО	571	1993
Wartan Bozoghlanian v. Hughes Radar Systems Group	5	ОСАНО	741	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

06/17/2021 TOPICAL INDEX

MOTION(S)

Disqualify				
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center		ОСАНО 1131	2009
	United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO 207	1990
Enforcement of Arbitration				
Entorethical of Anotherical				
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1096	2003
Enforcement of Settlement				
	Azia Aityahia v. Sabena Airline Training Center, Inc.	9	OCAHO 1122	2006
	Rafael Prieto v. News World Communications, Inc.	1	OCAHO 177	1989
		1	OCAHO 177	1990
		1	OCAHO 177	1989

	TOTICAL INDEA				
	United States v. California Mantel, Inc.	10	ОСАНО	1168	2013
	United States v. Westin Galleria & Westin Oaks Hotel	4	ОСАНО	701	1994
MOTION(S)					
Ex Parte Motion					
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
Exclusion of Opposing Counsel					
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004
Extension of Time					
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324c	2021
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003

TOTICAL INDEA				
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	664	1994
Sutatip Uthai Woods v. Philips North America, LLC	14	ОСАНО	1371	2020
United States v. BKR Restaurants, LLC d/b/a Burger King	10	ОСАНО	1154	2012
MOTION(S)				
Form of				
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1089	2003
Generally				
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994
In re Investigation of Carolina Employers Association, Subpoena	3	ОСАНО	455	1992
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	341	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1089	2003

Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 493	1993
	3	OCAHO 450	1992
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	OCAHO 678	1994
Sellaro v. Elektra Records	3	OCAHO 495	1993
United States v. Alberta Sosa, Inc.	5	OCAHO 731	1995
United States v. Creation & Innovation	3	OCAHO 527	1993
United States v. Cristina Galeas	5	OCAHO 790	1995
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	OCAHO 446	1992
United States v. Feliciano Leon-Gutierrez	6	OCAHO 875	1996
United States v. Guardsmark	4	OCAHO 614	1994
United States v. Northwest Airlines, Inc.	3	OCAHO 452	1992
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO 492	1993
United States v. SDI Industries, Inc.	3	OCAHO 465	1992

MOTION(S)

Grounds for Motion for Reconsideration

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381b 2021

06/17/2021 TOPICAL INDEX

TOFICAL INDEA			00/1//20	<i>J</i> 21
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair,	, Inc. 14	ОСАНО	1370b	2021
Robert Heath v. Optnation and an Anonymous Employer	14 (ОСАНО	1374a	2021
Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021
MOTION(S)				
In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant				
Alex J. Montalvo v. Kering Americas, Inc.	14 (ОСАНО	1350	2020
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Temitope Ogunrinu v. Law Resources & Arnold and Porter Ka	iye Scholer LLP 13	ОСАНО	1332c	2020
Inference				

1 OCAHO 202

1990

United States v. Nu Look Cleaners of Pembroke Pines, Inc.

Intervene

Jury Trial

	Hernandez v. Farley Candy Company Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	5	OCAHO 765 OCAHO 341	1995 1991
	Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 228	1990
MOTION(S)				
Joint Dismissal	LeEdwards v. Kumagai International USA Corporation	4	ОСАНО 609	1994
Judgment on the Pleadings				
	United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО 563	1993

TOPICAL INDEX			00/1//20	021
A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021
MOTION(S)				
T instru				
Limine				
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	368	1991
United States v. Westwind Farms, Inc.	1	ОСАНО	171	1990
More Definite Statement				
Wore Definite Statement				
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	ОСАНО	723	1995
United States v. Feliciano Aguas-Avalos	4	ОСАНО	642	1994
Motion for Logy of Court to File Symplemental Pagnonge				
Motion for Leave of Court to File Supplemental Response				
Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021

13 OCAHO 1322

14 OCAHO 1375

2020

2020

MOTION(S)

Motion for Stay of Enforcement of Agency Order

	United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
		12	ОСАНО	1271	2016
		12	ОСАНО	1271	2016
		12	ОСАНО	1271	2016
	United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
Motion for Summary Decision					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020

United States v. Lazy Days South, Inc.

United States v. Samuel Tominiyi Fasakin

TOPICAL INDEX		06/17/2021				
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021	
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020	
MOTION(S)						
Motion for Summary Decision Treated As Motion to	o Dismiss					
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016	
Motion to Amend Order Construed as Motion for R	econsideration					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021	
Motion to Compel Discovery						
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020	
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020	
	Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020	

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

MOTION(S)

Motion to Dismiss

13	ОСАНО	1323	2020
13	ОСАНО	1321	2019
12	ОСАНО	1284	2016
14	ОСАНО	1385	2021
14	ОСАНО	1379	2020
13	ОСАНО	1332g	2020
13	ОСАНО	1332c	2020
14	ОСАНО	1372	2020
12	ОСАНО	1271	2017
13	ОСАНО	1271	2019
12	ОСАНО	1271	2016
12	ОСАНО	1271	2016
12	ОСАНО	1271	2016
	13 12 14 14 13 13 14 12 13 12 12 12	13 OCAHO 12 OCAHO 14 OCAHO 14 OCAHO 13 OCAHO 14 OCAHO 14 OCAHO 14 OCAHO 12 OCAHO 12 OCAHO 12 OCAHO 12 OCAHO	13 OCAHO 1323 13 OCAHO 1321 12 OCAHO 1284 14 OCAHO 1385 14 OCAHO 1379 13 OCAHO 1332g 13 OCAHO 1332c 14 OCAHO 1372 12 OCAHO 1271 13 OCAHO 1271 12 OCAHO 1271 12 OCAHO 1271 12 OCAHO 1271

United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
United States v. HRK Investments, Inc.	13	ОСАНО	1318	2019
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020
United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013

MOTION(S)

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332g 2020

Motion to Dismiss Treated as Motion to Reconsider When Filed After ALJ Already Ruled on the Issue

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

12 OCAHO 1305

2017

Motion to	Enforce	Order	Compelling	Discovery
TVIOUOII to	Linoice	Oluci	Componing	DISCOVELY

Motion to Enforce Order Compelling Discovery							
MOTION(S)	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020		
Motion to Enforce Previous Order							
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020		
Motion to Reconsider an Interlocutory Order							
wotion to Reconsider an interfocutory order							
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021		
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020		
Motion to Reconsider Final Order of Dismissal Cons	strued As Motion to Amend						
Trouble to reconstant I man order of Dishinstan Cone							

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

MOTION(S)

Motion to Strike

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
James R. Cook v. Pro Source, Inc.	7	ОСАНО	960	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Joan A. Lardy v. United Airlines, Inc.	3	ОСАНО	493	1993
	3	ОСАНО	450	1992
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. Applied Computer Technology	2	ОСАНО	306	1991
United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
United States v. Azteca Restaurant, Northgate	1	ОСАНО	33	1988
United States v. Boah Fashion, Corporation	1	ОСАНО	281	1990

United States v. Broadway Tire, Inc.	1	ОСАНО	226	1990
United States v. Capitol Arts & Frames, Inc.	1	ОСАНО	229	1990
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	ОСАНО	723	1995
United States v. David Jenkins	4	ОСАНО	649	1994
United States v. Desert Palace, Inc.	9	ОСАНО	1067	2001
	9	ОСАНО	1067	2001
United States v. Diamond Construction, Inc.	3	ОСАНО	456	1992
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	ОСАНО	387	1991
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1072	2001
United States v. Great Earth Companies, Inc.	9	ОСАНО	1070	2001
United States v. Gregorio Alabada Makilan	4	ОСАНО	610	1994
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	670	1994
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	ОСАНО	260	1990
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Martina Limon-Perez	5	ОСАНО	796	1995
United States v. Minaco Fashions, Inc.	3	ОСАНО	534	1993

United States v. Mourad Abu Remileh	4	OCAHO 706	1994
United States v. Multimatic Products, Inc.	1	OCAHO 221	1990
United States v. Northern Michigan Fruit Company	4	OCAHO 667	1994
United States v. Oscar Eduardo Villatoro-Guzman	3	OCAHO 540	1993
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO 541	1993
United States v. Robert Watson d/b/a North State Tile Company	1	OCAHO 253	1990
United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash	1	OCAHO 98	1989
United States v. Task Force Security, Inc. d/b/a Task Force Security and	3	OCAHO 563	1993
Investigations	3	OCAHO 533	1993
United States v. Tuttle's Design Build, Inc.	2	OCAHO 370	1991
United States v. U.S. Style, Inc.	5	OCAHO 793	1995
United States v. Walia's, Inc. d/b/a Walia's Restaurant	1	OCAHO 122	1990

MOTION(S)

Motion to Strike Affirmative Defenses

	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
MOTION(S)	Cinica states v. solutions Group International, 220	12	COMMO	1200	2010
Motion to Strike Deposition Errata Sheet					
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332i	2020
Matian(a) to Oyeah					
Motion(s) to Quash					
	United States v. Edith Fine	1	ОСАНО	89	1989
Motions for Reconsideration Granted Only in Limite	ed Circumstances				
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021

14 OCAHO 1370b

2021

MOTION(S)

Movant Must State With Particularity the Grounds for the Motion							
	Ravi Sharma v. Lattice Semiconductor	14 OCAHO	1362	2021			
Notice of Conversion of Motion to Dismiss to Motion for Summary Decision							
	Li Zu v. Avalon Valley Rehabilitation Center	14 OCAHO	1376	2020			
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13 ОСАНО	1332g	2020			
	United States v. R2M2 Rebar & Stressing, Inc.	14 OCAHO	1357	2020			
OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders							
	A.S. v. Amazon WebServices, Inc.	14 ОСАНО	1381b	2021			
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14 OCAHO	1370a	2020			

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

	TOTICAL INDEA						
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019		
	United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018		
		12	ОСАНО	1285	2016		
MOTION(S)							
OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases							
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017		
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018		
		12	ОСАНО	1305b	2018		
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021		
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021		
Official Notice							
	United States v. Psychosomatic Fitness	14	ОСАНО	1387	2021		

Posthearing Motion					
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
MOTION(S)					
Prehearing Motion					
	United States v. David Jenkins	4	ОСАНО	649	1994
Pro Se Motions May Be Construed Liberally					
			0.01.770	1076	•
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

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Prote	ctive	Order	·(c)

Protective Order(s)					
	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021
MOTION(S)					
Reconsideration					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
		14	ОСАНО	1381b	2021
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
	Stephen A. Lewis v. Ogden Services	2	ОСАНО	384	1991
	United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	768	1995
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003

United States v. Four Star Knitting, Inc.	5	ОСАНО	815	1995
United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.	1	ОСАНО	170	1990
United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	ОСАНО	502	1993
United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant	2	ОСАНО	339	1991
United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant	2	ОСАНО	329	1991
	2	ОСАНО	329	1991
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	ОСАНО	312	1991
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	373	1991
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	201	1990
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	91	1989
	1	ОСАНО	104	1989
United States v. Williams Produce, Inc.	5	ОСАНО	730	1995
Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021

MOTION(S)

Reconsideration of Final Orders in 8 U.S.C. Section 1324b Cases

Reconsideration of I mar orders in a clisic. Section	112 10 Cuses				
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021
MOTION(S)					
Re-Open Case					
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	603	1994
Request to Extend Discovery Period					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d

3 OCAHO 493

1993

2020

Requests Are Required to Be Made By Motion					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
	United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
MOTION(S)					
Response to Motion to Dismiss Construed as Motion	for Leave to Amend Complaint Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Sanctions					
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1104	2004
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1091	2003

Joan A. Lardy v. United Airlines, Inc.

United States v. David Day d/b/a David Day Masonry	3	ОСАНО	553	1993
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	ОСАНО	444	1992
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	ОСАНО	472	1992
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	ОСАНО	560	1993
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	ОСАНО	409	1992
	2	ОСАНО	390	1991
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Esther Din Brooks v. Watts Window World	3	OCAHO	570	1993

10 OCAHO 1126

2008

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos

Summary Decision

MOTION(S)

Subject Matter Jurisdiction

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
	9	ОСАНО	1066	2001
Ephrain Manuel Berlanga v. Butterball Company	4	ОСАНО	669	1994
Florinda Kattan v. Union League Club of Chicago	3	ОСАНО	586	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009

Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1069	2001
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
United States v. Marisol Chavez-Ramirez	5	ОСАНО	774	1995
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	668	1994
Linda S. Walker v. United Airlines, Inc.	6	ОСАНО	856	1996
Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021

MOTION(S)

Supplemental

Time	linace
1 11111	liness

Timeliness								
MOTION(S)	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021			
Untimely Filing								
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021			
When Considering Motion to Dismiss, Court Limits Analysis to the Four Corners of the Complaint								
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020			
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021			
	Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020			
	United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020			
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020			
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020			

MOTION(S)

Withdrawal

United States v. Auburn University	4	OCAHO 662	1994
United States v. Esther Flores-Martinez	4	OCAHO 647	1994
United States v. Maria Celia Aispuro-Nunez	5	OCAHO 745	1995
United States v. Mark's Electrical Contracting Corporation	4	OCAHO 641	1994
United States v. Midtown Fashion, Inc.	4	OCAHO 657	1994
	4	OCAHO 665	1994
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	3	OCAHO 589	1993

MOTIONS TO COMPEL

ALJ May Deny Motion to Compel If It Is Not Timely Filed

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

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

MOTIONS TO COMPEL	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express United States v. Employer Solutions Staffing Group II, LLC		OCAHO 12.		2014 2014	
Motion to Compel Must Identify Discovery Request	s With Specificity					
	A.S. v. Amazon WerServices, Inc.	14	OCAHO 138	81	2020	
Motion to Compel Must Include Argument in Suppo	ort of the Motion					
	A.S. v. Amazon WerServices, Inc.	14	OCAHO 13	81	2020	
Motion to Compel Must Include Certification of Good Faith Resolution Efforts						
	A.S. v. Amazon WerServices, Inc.	14	OCAHO 13	81	2020	
	Robert Heath v. IKON Systems and an Anonymous Employer	14	OCAHO 13	77	2020	

	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020			
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020			
MOTIONS TO COMPEL								
Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)								
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021			
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020			
	Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020			
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020			
Motion to Compel Must State the Nature of a Party's Responses and Objections								
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020			
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020			
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020			

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

A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020
Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020
	14	ОСАНО	1360	2020
Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014
United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014

MOTIONS TO COMPEL

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	ОСАНО	1220	2014
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014

Opposing Party Bears Burden of Persuasion						
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014	
MOTIONS TO COMPEL						
Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified						
	United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	ОСАНО	1220	2014	
Party May Not Propound New Requests in a Motion	n to Compel					
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2020	
Purpose of Requirements for a Motion to Compel						
	A.S. v. Amazon WerServices, Inc.	14	ОСАНО	1381	2020	
	Martine Mbitaze v. Greenbelt Police Department	14	ОСАНО	1360a	2020	

06/17/2021 TOPICAL INDEX

Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363a	2020
MOTIONS TO COMPEL				
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	ОСАНО	1234	2014
NATIONAL ORIGIN				
Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b				
A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015

Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	ОСАНО	1287a	2016
	12	ОСАНО	1287	2016
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015

NATIONAL ORIGIN

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

A.S. v. Amazon WebServices, Inc.	14 OCAHO 1381e 2021
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11 OCAHO 1261 2015
Nicasio Angulo v. Securitas Security Services USA, Inc.	11 OCAHO 1259 2015
Prakash Sinha v. Infosys	14 OCAHO 1373 2020
Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12 OCAHO 1287a 2016
MCDavia	12 OCAHO 1287 2016
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14 OCAHO 1368a 2020
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11 OCAHO 1260 2015

NATIONAL ORIGIN

Dismissa	I

2.0					
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Jurisdiction					
	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
	Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	ОСАНО	1005	1998
	Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
		4	ОСАНО	691	1994
	Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
		7	ОСАНО	947	1997
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Kevin Raffay v. Western Digital	10	ОСАНО	1159	2012
Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
Martin Flores v. Logan Foods Company	6	ОСАНО	874	1995
Michael K. Wockenfuss v. Bureau of Prisons	5	ОСАНО	767	1995
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
Tina B. Boyd v. Amzi Sherling, DDS	6	ОСАНО	916	1997
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997

70	OPICAL INDEX	06/1//2	2021
Knowledge			
Zaji Obo	atala Zajradhara 14 OCA	НО 1363с	2021
NATIONAL ORIGIN			
Overlap with EEOC Charges			
Leola B	ranch v. Duong Schumacher 14 OCA	НО 1358	2020
Li Zu v.	Avalon Valley Rehabilitation Center 14 OCA	НО 1376	2020
Whether and When Individual Was Employed Relevant to Who	ether Employer Had Duty to Retain I-9		
Kevin R	affay v. Western Digital 10 OCA	НО 1159	2012
NOTICE			
Appearance			
Johnson	v. Florida Power Corporation 7 OCA	НО 981	1997

United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO 334	1991
United States v. Elena Finishing, Inc.	1	OCAHO 132	1990
United States v. Esther Flores-Martinez	4	OCAHO 647	1994
United States v. Green Plaza, Inc.	4	OCAHO 618	1994
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	OCAHO 72	1989
United States v. Koamerican Trading Corporation	1	OCAHO 63	1989
	1	OCAHO 63	1989
United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway	3	OCAHO 485	1993
United States v. Mourad Abu Remileh	4	OCAHO 680	1994
United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	OCAHO 462	1992
United States v. Mid-Island Jericho Motel, Inc. d/b/a Ramada Inn	3	OCAHO 468	1992

NOTICE

Bifurcation

NOTICE

Generally

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10	ОСАНО	1174	2013
United States v. Big Bear Market	1	ОСАНО	48	1989
	1	ОСАНО	49	1989
United States v. David Day d/b/a David Day Masonry	3	ОСАНО	514	1993
United States v. Elena Finishing, Inc.	1	ОСАНО	132	1990
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	ОСАНО	446	1992
United States v. Italy Department Store, Inc.	6	ОСАНО	847	1996
United States v. Jupiter Crab Company Restaurant	1	ОСАНО	6	1988
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	ОСАНО	45	1989
United States v. Marcos Iniguez-Casillas	8	ОСАНО	1001	1998
United States v. Mester Manufacturing Company	1	ОСАНО	18	1988
United States v. YES Industries d/b/a Soft Touch Carwash	1	ОСАНО	198	1990

NOTICE

Hearing(s)

United States v. Green Plaza, Inc.	4	OCAHO 618	1994
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 512	1993
United States v. Midtown Fashion, Inc.	4	OCAHO 665	1994
United States v. Sea Dart Trading Corporation	2	OCAHO 336	1991

Inspection

United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall	2	OCAHO 353	1991
United States v. Earl & Beverly McDougal d/b/a Grand Tradition	4	OCAHO 687	1994
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO 321	1991
United States v. Land Coast Insulation, Inc.	2	OCAHO 379	1991
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO 412	1993

	TOTICAL INDEA		V V ,	
Legal Rights				
	United States v. Israel Velasquez-Tabir	6	OCAHO 872	1996
	United States v. Julio Carpio-Lingan	6	OCAHO 871	1996
NOTICE				
Letter of Determination				
	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO 882	1996
	United States v. Hyatt Regency Lake Tahoe	6	OCAHO 861	1996
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 755	1995
Notice of Inspection				
	United States v. Big Bear Market	1	OCAHO 48	1989
	United States v. Citizens Utilities Company, Inc., Telephone Division	1	OCAHO 161	1990
	United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts	1	OCAHO 54	1989
	United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO 130	1989

	TOPICAL INDEX			06/17/20	021
	United States v. Stanford Sign and Awning, Inc.	10	ОСАНО	1145	2012
NOTICE					
Notice of Subpoena					
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
	United States v. Harris Ranch Beef Company	2	ОСАНО	302	1991
Respondent	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Service					
	United States v. Honorio Carmona-Anica	5	ОСАНО	770	1995

Statute of Limitations				
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 755	1995
NOTICE				
Subpoena				
	In re Investigation of Florida Rural Legal Services, Subpoena	3	OCAHO 428	1992
	In re Investigation of Wal-Mart Stores, Subpoena	5	OCAHO 754	1995
Summary Decision				
	Carlos Aciar v. Rosen's Delicatessen	9	OCAHO 1086	2002
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 638	1994

Telephonic Conference(s)

	TOTICAL INDEA				
	United States v. Jupiter Crab Company Restaurant	1	ОСАНО	6	1988
NOTICE					
Ten Day Notice Rule					
	United States v. Auburn University	3	ОСАНО	564	1993
	United States v. Frank's Meat Company, a Sole Proprietorship	3	ОСАНО	513	1993
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
Charge					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
	Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1031	1999
	Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
		9	ОСАНО	1066	2001
	Frank Farzin Nickman v. Mesa Air Group	9	ОСАНО	1113	2004
	Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009

Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Charge Must Identify Name & Address of the Person or Entity Against Whom the Charge is Being Made

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2019

Charge Requirement Is Intended to Put Respondent on Notice and Provide Opportunity for Concilliation

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

Civil Money Penalty

	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1256	2015
	United States v. Pancho's Mexican Buffet, Inc.	4	ОСАНО	632	1994
	United States v. Red Lobster	4	ОСАНО	631	1994
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
Complainant Generally May Not Bring OCAHO Cla	im Against Party Not Named in the Charge				
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
		13	ОСАНО	1332	2019
Complaint					
	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
		10	ОСАНО	1128	2009
	United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995

Contents of a Charge Under S	Section	1324b
------------------------------	---------	-------

Contents of a Charge Under Section 1324b					
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
		13	ОСАНО	1332	2019
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
Document Abuse					
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
	United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	594	1994
Ex Parte Communication(s)					
	United States v. Red Lobster	4	ОСАНО	631	1994

Exceptions to Requirement That Complainant Must Name Party in Charge Before Bringing OCAHO Claim

	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019
		13	ОСАНО	1332	2019
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
Filing A Timely IER Charge Is A Condition Preceden	nt to Filing a 1324b Complaint With OCAHO				
		12		1222	2010
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020
Filing of EEOC Charge Does Not Toll Limitations Pe	eriod for Filing of IER/OSC Charge				
		1.1	OCAHO	1005	2014
	Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014
Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge					
	Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Generally

Alexsandr Yakubson v. Effective Security	6	OCAHO	858	1996
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	484	1993
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	ОСАНО	537	1993
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992
United States v. McDonnell Douglas Corporation	3	ОСАНО	507	1993
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000

IER is Appropriate Counsel to Apply to District Court for Enforcement of Subpoena

In re Investigation of Creative Resource Personnel, Inc. 12 OCAHO 1299 2017

IER May Broaden the Scope of an Investigation Beyond the Allegations Made in a Particular Charge

	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
IER May Conduct Investigations on Its Own Initiativ	ve				
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
Intervenor					
	Hernandez v. Farley Candy Company	5	ОСАНО	810	1995
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1256	2015
Investigation(s)					
	In re Investigation of Conoco, Inc., Subpoena	8	ОСАНО	1049	2000
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020

	United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
Investigatory Period					
	In re Investigation of Conoco, Inc., Subpoena	8	ОСАНО	1048	2000
		8	ОСАНО	1048	2000
	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
		10	ОСАНО	1128	2009
	United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000
Invitation to IER to File Amicus Curiae Brief					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021

Jurisdiction

Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	ОСАНО	751	1995
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	ОСАНО	900	1996
United States v. Great Earth Companies, Inc.	9	ОСАНО	1070	2001
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Letter of Determination

Joan A. Lardy v. United Airlines, Inc.	4 OCAHO 595 1994
Jose R. Lima v. New York City Department of Education	10 OCAHO 1128 2009
	10 OCAHO 1128 2009
Robert Heath v. F18 Consulting and an Anonymous Employer	14 OCAHO 1365 2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14 OCAHO 1368 2020
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6 OCAHO 882 1996
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6 OCAHO 900 1996

	TOTICAL INDEX				
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
		5	ОСАНО	755	1995
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION					
Memorandum of Understanding (MOU)					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
	Bunn v. USX/US Steel	7	ОСАНО	985	1998
	Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
	United States v. Auburn University	4	ОСАНО	617	1994
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996
Notification					
	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
		10	ОСАНО	1128	2009

Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107 200)4
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО (586 199	94
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 8	861 199	96
United States v. Workrite Uniform Company, Inc.	5	OCAHO '	736 199	95
	5	OCAHO '	755 199	95

OCAHO ALJs Are Not Required to Give Any Evidence to IER's Determination

OFFICE OF SPECIAL

RIGHTS SECTION

COUNSEL/IMMIGRANT AND EMPLOYEE

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party

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

Party Who Files Charge With IER May File a Complaint With OCAHO Even If IER Dismisses the Charge

	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020	
OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION						
Pattern or Practice						
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020	
	United States v. Pancho's Mexican Buffet, Inc.	4	ОСАНО	632	1994	
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995	
Public Notice						
	United States v. Agripac, Inc.	8	ОСАНО	1012	1998	
Requirement to File a Charge With IER Is Not Applicable in Cases Under Section 1324a						
	United States v. HRK Investments, Inc.	13	ОСАНО	1318	2019	

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Retaliation

Retaliation	Jose Danilo Cruz v. Able Service Contractors, Inc.	6	ОСАНО	837	1996
Sanctions	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994
Settlement	United States v. New Mexico State Fair	6	ОСАНО	898	1996
Statute of Limitations	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009

Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014
United States v. Agripac, Inc.	8	ОСАНО	1028	1999
United States v. Fairfield Jersey, Inc.	9	ОСАНО	1069	2001
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Subpoena

In re Investigation of ABM Industries, Subpoena	5	ОСАНО	763	1995
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	ОСАНО	751	1995
In re Investigation of Miccosukee Resort	9	ОСАНО	1114	2004
In re Investigation of Norfolk Public Schools, Subpoena	4	ОСАНО	621	1994
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995

Withdrawal

United States v. Auburn University	4	ОСАНО	662	1994
ond the Allegations Made in a Particular Charge				
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
ve				
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
cur Where There Is No Underlying Charge				
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
	ond the Allegations Made in a Particular Charge In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X re In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X cur Where There Is No Underlying Charge	ond the Allegations Made in a Particular Charge In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 The Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 Cur Where There Is No Underlying Charge	ond the Allegations Made in a Particular Charge In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO The Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO The Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO Cur Where There Is No Underlying Charge	ond the Allegations Made in a Particular Charge In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 The Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 Cur Where There Is No Underlying Charge

Investigations on OSC's Own Initiative May Occur Where There Is No Underlying Charge

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION INVESTIGATIONS	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11 OCAHO 1246	2015						
OCAHO Lacks Authority to Regulate OSC's Prosecutorial Discretion									
	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11 OCAHO 1246	2015						
OSC May Investigate On Its Own Initiative Where It	Receives DHS Referral								
	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11 OCAHO 1246	2015						
Plain reading of OCAHO Rules Does Not Divest OSC of Authority to File Complaint Based on Referral									
OFFICIAL NOTICE	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11 OCAHO 1246	2015						

TOPICAL INDEX	06/17/2021
---------------	------------

Information Not Officially Noticed May Be Admissible Under General Evidentiary Standards								
	United States v. Psychosomatic Fitness	14 OCAHO 1387	2021					
OFFICIAL NOTICE								
Official Notice Inappropriate When Document Subject to Various Intrepretations								
	United States v. Psychosomatic Fitness	14 OCAHO 1387	2021					
Official Notice May Be Taken at Any Stage in Proceedings								
	United States v. Psychosomatic Fitness	14 OCAHO 1387	2021					
ORDER(S)								
ALJ May Correct Substantive or Clerical/Typographical Errors in Final Orders in 1324b Cases								
	Zaji Obatala Zajradhara v. GIG Partners	14 OCAHO 1363d	2021					

Amended				
	United States v. Felipe, Inc.	1	OCAHO 99	1989
		1	OCAHO 101	1989
	United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO 46	1989
	United States v. Marcel Watch Corporation	1	OCAHO 169	1990
ORDER(S)				
Certification(s)				
	United States v. Pedro Dominguez	6	OCAHO 876	1996
		6	OCAHO 876	1996
		6	OCAHO 876	1996
		6	OCAHO 876	1996
Clarification				
	Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO 740	1995

United States v. Monfort, Inc.	4	ОСАНО :	597	1994
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1052	2000
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1125	2007
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO S	964	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
United States v. Diamond Construction, Inc.	3	OCAHO 4	451	1992
United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant	3	ОСАНО :	544	1993
United States v. Marvlee, Inc.	5	OCAHO '	728	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	ОСАНО :	560	1993
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1082	2002

ORDER(S)

Compel Discovery

	TOTICAL INDEA				
Consent					
	United States v. IBP, Inc.	5	OCAHO 7	766	1995
	United States v. Westin Galleria & Westin Oaks Hotel	4	OCAHO 7	701	1994
ORDER(S)					
Default Judgment					
	United States of America v. Danielle Messineo	14	OCAHO 1	367	2020
Denial of Review					
	Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 2	259	1990
Discovery					
	Leonid Naginsky v. Department of Defense	5	OCAHO 8	302	1995

Martin A. Holguin v. Dona Ana Fashions	3	ОСАНО	582	1993
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	613	1994
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1082	2002
Elizabeth A. Kalil v. Utica City School District	9	ОСАНО	1101	2003
Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
	9	ОСАНО	1066	2001
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	ОСАНО	1368a	2020
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Torres Mexican Food, Inc.	4	ОСАНО	596	1994

ORDER(S)

Dismissal

	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
ORDER(S)					
Dismissal Without Prejudice					
	United States v. Emiliano Rios-Villatoro	14	ОСАНО	1364	2020
Errata/Erratum					
	Ahmad S. Elhajomar v. City and County of Honolulu	1	ОСАНО	248	1990
	Cristina Escalante v. California Commerce Bank	1	ОСАНО	65	1989
	Jesse Charles Jones v. DeWitt Nursing Home	1	ОСАНО	140	1990
	Martha Navarro Mata v. Bear Creek Production Company	1	ОСАНО	241	1990
	Rafael Prieto v. News World Communications, Inc.	1	ОСАНО	177	1989
		1	ОСАНО	178	1990
		1	ОСАНО	177	1990

	Rafael Prieto v. News World Communications, Inc.	1	ОСАНО	177	1989
	Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	ОСАНО	118	1989
	Syed Fayyaz v. The Sheraton Corporation	1	ОСАНО	153	1990
ORDER(S)					
Extension of Time					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
	United States v. Alberto Noriega-Perez	5	ОСАНО	811	1995
Final Order					
	Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	United States v. Casa Orozco, Inc.	1	ОСАНО	92	1989
	United States v. Danny Mathis d/b/a Mathis Maspory	5	ОСАНО	752	1995
	United States v. Giannini Landscaping, Inc.	3	ОСАНО	573	1993

	United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	91	1989
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021
ORDER(S)					
Generally					
Convining					
	Florinda Kattan v. Union League Club of Chicago	4	ОСАНО	599	1994
Interlocutory Appeal					
	United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	ОСАНО	829	1995
	United States v. Power Operating Company	3	ОСАНО	561	1993
Jury Trial					
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	623	1994

ORDER(S)

Motion to Enforce Order Compelling Discovery					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
Motion to Enforce Previous Order					
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332f	2020
Motion to Strike Deposition Errata Sheet					
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332i	2020
Non-Compliance					
Ton Compilance	United States v. Mushtaq Ahmed Chaudhry	4	ОСАНО	666	1994

ORDER(S)

Notice and Opportunity to Re	spond Prior to Granting Summary	Decision in Favor of Nonmoving Party

Notice and Opportunity to Respond Prior to Granting Summary Decision in Favor of Nonmoving Party						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	
OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders						
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381b	2021	
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019	
Official Notice						
	United States v. Psychosomatic Fitness	14	ОСАНО	1387	2021	

Order Denving	Motion	for a	Protective Order	
Order Dellying	MOHOH	IOI u	I TOTCCTIVE OTGET	

Order Denying Motion for Default Judgment

Order Denying Motion for Extension of Time

ORDER(S)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2
United States v. Facebook, Inc.	14	ОСАНО	1386a	2
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2

13 OCAHO 1324c

2021

Dave O'Brian Tingling v. City of Richmond, VA

Order Denying Motion for Jury Trial

TOPICAL INDEX				06/17/2	:021
	A.S. v. Amazon Web Services, Inc.	14	ОСАНО	1381c	2021
ORDER(S)					
Order Denying Motion for Reconsideration					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
	Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370a	2020
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
	Zaji Obatala Zajradhara v. GIG Partners	14	ОСАНО	1363d	2021
Order Denying Motion for Summary Decision					
	United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021

Order Denying Motion to Compel

	A.S. v. Amazon WerServices, Inc. Martine Mbitaze v. Greenbelt Police Department	ОСАНО ОСАНО	2020 2020
ORDER(S)	Zaji Obatala Zajradhara v. Gig Partners	ОСАНО	2020 2020
Order Disclosing Ex Parte Filing			
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. Dave O'Brian Tingling v. City of Richmond, VA	ОСАНО	2021
Order for Prehearing Statements			
	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez United States v. Pita Pit Bakery, LLC	ОСАНО	2020 2020

	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
ORDER(S)					
Order Granting Request to Extend Discovery Period					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
Order of Inquiry					
	Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Order to Show Cause Why Claim Should Not Be Dis	smissed for Lack of Subject Matter Jurisdiction				
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020

ORDER(S)

Order to Show Cause Why Complaint Should Not Be Dismissed							
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021		
Order(s)							
	Elizabeth A. Kalil v. Utica City School District	9	ОСАНО	1101	2003		
Prehearing							
	United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998		
Protective Order(s)							
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020		

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994
Gabriel Niyi Adepitan v. United States Postal Service	3	ОСАНО	416	1991
In re Investigation of ABM Industries, Subpoena	5	ОСАНО	763	1995
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	ОСАНО	415	1991
Joan A. Lardy v. United Airlines, Inc.	3	ОСАНО	450	1992
Leonid Naginsky v. Department of Defense	5	ОСАНО	813	1995
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020
United States v. Agripac, Inc.	8	ОСАНО	1012	1998
United States v. Alberta Sosa, Inc.	5	ОСАНО	731	1995
United States v. Chancery Staffing Solutions, LLC et al.	13	ОСАНО	1326a	2019
	13	ОСАНО	1326	2019
United States v. Facebook, Inc.	14	ОСАНО	1386a	2021
United States v. Guardsmark	4	ОСАНО	614	1994
United States v. Harris Ranch Beef Company	2	ОСАНО	302	1991
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	ОСАНО	119	1989
United States v. R & C Tours (Guam), Inc.	2	ОСАНО	393	1989
United States v. Roberto C. Davila	6	ОСАНО	902	1996

United States v. Rosario Strano d/b/a Strano Farms	3	ОСАНО	555	1993
United States v. San Diego Semiconductors, Inc.	1	ОСАНО	180	1990
United States v. Tuttle's Design Build, Inc.	3	ОСАНО	422	1992
United States v. William D. Clark d/b/a Tidwell Medical Center	5	ОСАНО	771	1995
A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381e	2021
	14	ОСАНО	1381b	2021
United States v. Alberto Noriega-Perez	5	ОСАНО	811	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995

14 OCAHO 1363d

2021

Zaji Obatala Zajradhara v. GIG Partners

Restraining

ORDER(S)

Reconsideration

	Anthony F. Lundy v. OOCL, Inc.	1	OCAHO 215	1990
ORDER(S)		1	OCAHO 196	1990
Sanctions				
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1091	2003
	United States v. Alberto Noriega-Perez	5	OCAHO 811	1995
Setting Aside Order				
	United States v. Monica Zapata-Cosio	4	OCAHO 685	1994
Show Cause				
	Benjamin Stephen Mackinnon v. The Financial Times	13	OCAHO 1316	2019

Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.	1	ОСАНО	251	1990
Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
Florinda Kattan v. Union League Club of Chicago	3	ОСАНО	586	1993
Jairo Diaz v. Canteen Corporation	2	ОСАНО	332	1991
Jose Proto Alcaraz v. General Motors Corporation	7	ОСАНО	962	1997
Lazaro Antonio Arrieta v. Michigan Employment Security Commission	3	ОСАНО	471	1992
Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)	3	ОСАНО	508	1993
Mr. Doron Tal v. M. L. Energia, Inc.	3	ОСАНО	519	1993
Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
Stephen A. Lewis v. Ogden Services	2	ОСАНО	375	1991
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLI	P 13	ОСАНО	1332d	2020
Troncoso v. Ferlin Service Industries	1	ОСАНО	110	1989
United States v. Abel Galvez-Malgarejo	4	ОСАНО	684	1994
United States v. Armando Alvarez-Suarez	4	ОСАНО	699	1994
	4	ОСАНО	655	1994
United States v. Auburn University	4	ОСАНО	658	1994

United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	ОСАНО	719	1994
United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions	2	ОСАНО	355	1991
United States v. Diamond Construction, Inc.	3	ОСАНО	451	1992
United States v. Elena Finishing, Inc.	1	ОСАНО	132	1990
United States v. Ferrantino Fuel Corp.	13	ОСАНО	1335	2020
United States v. Flat Knitting Mills Company, Inc.	2	ОСАНО	317	1991
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО	681	1994
United States v. John Morales d/b/a Riverside Insulation	1	ОСАНО	197	1990
United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant	3	ОСАНО	544	1993
United States v. McDonnell Douglas Corporation	4	ОСАНО	616	1994
United States v. Mireya Pedraza-Guzman	5	ОСАНО	792	1995
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	ОСАНО	292	1991
	2	ОСАНО	318	1991
United States v. Redi-Cut Foods, Inc.	4	ОСАНО	659	1994
United States v. Sea Dart Trading Corporation	2	ОСАНО	336	1991
United States v. South Bay Auto Detail	1	ОСАНО	68	1989
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	ОСАНО	634	1994

United States v. Zeferino Castillo, Individually	3	ОСАНО	505	1993
United States v. Ziagul Zekreya	4	ОСАНО	683	1994
	4	ОСАНО	677	1994
Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019
Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003
Daniel Joseph Bendig v. Conoco, Inc.	9	ОСАНО	1077	2001
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
	9	ОСАНО	1066	2001
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994

ORDER(S)

Summary Decision

	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020
ORDER(S)					
Supplemental					
	United States v. Big Bear Market	1	ОСАНО	49	1989
	United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1098	2003
Unpublished					
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Absent Extension of Time, Employer Cannot Avoid Liability by Submitting I-9s Later in Process

	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Accrual Date of a Paperwork Violation Depends on	the Specific Violation				
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Admission(s)					
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. WSC Plumbing, Inc.	9	OCAHO	1062	2000
	United States v. Zip City Partner, L.P. d/b/a Zip City Brewing	7	ОСАНО	965	1997

Affirmative Defense(s)

	United States v. Barnett Taylor, LLC, d/b/a Burger King	10	ОСАНО	1155	2012
	United States v. WSC Plumbing, Inc.	9	ОСАНО	1062	2000
	United States v. Zip City Partner, L.P. d/b/a Zip City Brewing	7	ОСАНО	965	1997
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Cease and Desist					
	United States v. Torres Mexican Food, Inc.	4	ОСАНО	596	1994
Civil Money Penalty					
	United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996
	United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. El Azteca Dunkirk, Inc.	10	ОСАНО	1172	2013
	United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995
	United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994

United States v. Four Star Knitting, Inc.	6	ОСАНО	868	1996
United States v. Giamblis Enterprises	6	ОСАНО	834	1996
	5	ОСАНО	817	1995
United States v. Great Bend Packing Company	6	ОСАНО	835	1996
United States v. Ice Castles Daycare Too, Inc.	10	ОСАНО	1142	2011
United States v. Irma Hernandez	8	ОСАНО	1043	2000
United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011
United States v. La Hacienda Mexican Café	10	ОСАНО	1167	2013
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	ОСАНО	1013	1998
United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010
United States v. Ricardo Calderon, Inc.	6	ОСАНО	832	1996
	6	ОСАНО	832	1996
United States v. Riverboat Delta King, Inc.	5	ОСАНО	738	1995
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	ОСАНО	958	1997
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994
United States v. Taste of China	10	OCAHO	1164	2013
United States v. Jabil Circuit, Inc.	10	ОСАНО	1146	2012
United States v. Big Bear Market	1	ОСАНО	48	1989
United States v. Boo Bears Den	1	ОСАНО	71	1989
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	ОСАНО	130	1989
United States v. Mester Manufacturing Company	1	ОСАНО	18	1988
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	ОСАНО	154	1990

PAPERWORK REQUIREMENT

(S)/VIOLATION(S)

Civil Penalties

Completion

TOPICAL INDEX		06/17/2021				
	United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010	
PAPERWORK REQUIREMENT (S)/VIOLATION(S)						
Completion of I-9 after Notice of Inspection						
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019	
Completion of I-9 for Employee Who Works Fewer	Than Three Business Days					
	United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013	
	United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014	
Compliance						
	United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	886	1996	

Continuing Violation(s)

United States v. Curran Engineering Company, Inc.	7	OCAHO 9	975	1997
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO 9	940	1997
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. WSC Plumbing, Inc.	9	ОСАНО	1071	2001
United States v. WSC Plumbing, Inc.	9	ОСАНО	1061	2000

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

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

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

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

	TOPICAL INDEX			06/17/2	2021	
	United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013	
	United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013	
PAPERWORK REQUIREMENT (S)/VIOLATION(S)						
Copying Verification Documents						
	United States v. International Packaging, Inc.	12	ОСАНО	1275	2016	
		12	ОСАНО	1275	2016	
	United States v. Seven Elephants Distributing Corp.	10	ОСАНО	1173	2013	
Creation of False Section 2 Attestations Is Substantive Violation						
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015	
Default						
	United States v. Alliance Construction, Inc.	7	ОСАНО	983	1998	

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Defense(s)

United States v. Alberta Sosa, Inc.	4	ОСАНО	720	1994
United States v. Anthony Borrelli and Sons, Inc.	8	ОСАНО	1027	1999
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	ОСАНО	723	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Davis Nursery, Inc.	4	ОСАНО	694	1994
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. Enrique Reyes d/b/a King's Produce	4	ОСАНО	592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Manuel Orozco-Minjares	4	ОСАНО	606	1994
United States v. Northern Michigan Fruit Company	4	ОСАНО	667	1994
United States v. Onion River Sports, Inc.	4	ОСАНО	673	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	ОСАНО	583	1993

United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
United States v. WSC Plumbing, Inc.	9	ОСАНО	1062	2000
PAPERWORK REQUIREMENT (S)/VIOLATION(S)				
Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee				
United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
	12	ОСАНО	1275	2016
Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation				
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing LLC	g, 11	ОСАНО	1265	2015

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

	United States v. Eriksmoen Cottages, Ltd.	14	OCAHO 1355	2020
	United States v. Imacuclean Cleaning Services, LLC		OCAHO 1327	2019
PAPERWORK REQUIREMENT (S)/VIOLATION(S)				
Employee's Failure to Complete Citizenship Attestat	cion Constitutes Serious Substantive Violation			
	United States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО 1191	2013
Employees Must Attest to Specific Category of Emp	ployment Eligibility in Which They Fit			
	Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer	10	OCAHO 1201	2013
Employer Cannot Avoid Liability by Submitting I-9	s After the Deadline Unless Extension is Granted			
	United States v. SKZ Harvesting, Inc.	11	OCAHO 1266	2016

Employer is Liable for Only One Violation Per Form I-	r Form I-9	ation Per	Violati	One	Only	for	Liable	is	Employer
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Employer is Liable for Only One Violation Per For	rm I-9	
	United States v. Cawoods Produce, Inc.	12 OCAHO 1280 2016
	United States v. Super 8 Motel & Villella Italian Restaurant	10 OCAHO 1191 2013
PAPERWORK REQUIREMENT (S)/VIOLATION(S)		
Employer Must Complete Form I-9 Section 2 With	nin 3 Business Days of Employee's First Day of Work	
	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. Intelli Transport Services, Inc.	13 OCAHO 1319 2019
	United States v. Visiontron Corp.	13 OCAHO 1348 2020
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 2016
Employer Must Ensure Employee Completes and S	Signs Form I-9 Section 1 On Date of Hire	
	United States v. Hair U Wear, LLC	11 OCAHO 1268 2016
	United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019

TOPICAL INDEX			00/1//2	2021
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
aployment Authorization on Section 3 of Form 1-9				
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994
United States v. Burns and Intra-Continental Enterprises	5	ОСАНО	768	1995
United States v. Cafe Camino Real, Inc.	2	ОСАНО	307	1991
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
	United States v. Intelli Transport Services, Inc. United States v. Visiontron Corp. United States v. Wave Green, Inc. d/b/a Golden Farm Market apployment Authorization on Section 3 of Form 1-9 United States v. Eriksmoen Cottages, Ltd. United States v. 4431, Inc. t/a Candlelight Inn United States v. Burns and Intra-Continental Enterprises United States v. Cafe Camino Real, Inc. United States v. China Wok Restaurant, Inc., a Nebraska Corporation United States v. David Jenkins	United States v. Intelli Transport Services, Inc. United States v. Visiontron Corp. 13 United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 unployment Authorization on Section 3 of Form 1-9 United States v. Eriksmoen Cottages, Ltd. 14 United States v. 4431, Inc. t/a Candlelight Inn United States v. Burns and Intra-Continental Enterprises 5 United States v. Cafe Camino Real, Inc. 2 United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 United States v. David Jenkins 5	United States v. Intelli Transport Services, Inc. United States v. Visiontron Corp. 13 OCAHO United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO Inployment Authorization on Section 3 of Form 1-9 United States v. Eriksmoen Cottages, Ltd. 14 OCAHO United States v. 4431, Inc. t/a Candlelight Inn United States v. Burns and Intra-Continental Enterprises 5 OCAHO United States v. Cafe Camino Real, Inc. United States v. China Wok Restaurant, Inc., a Nebraska Corporation United States v. David Jenkins 5 OCAHO	United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 United States v. Visiontron Corp. 13 OCAHO 1348 United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 United States v. 4431, Inc. t/a Candlelight Inn United States v. Burns and Intra-Continental Enterprises 5 OCAHO 768 United States v. Cafe Camino Real, Inc. United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 United States v. David Jenkins 5 OCAHO 743

United States v. El Paso Hospitality, Inc.	5	OCAHO 737	7 1995
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO 592	2 1994
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO 591	1993
United States v. Giamblis Enterprises	5	OCAHO 817	7 1995
United States v. Giannini Landscaping, Inc.	3	OCAHO 573	3 1993
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO 627	7 1994
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO 670	1994
United States v. Karnival Fashion, Inc.	5	OCAHO 769	1995
United States v. Manuel Orozco-Minjares	4	OCAHO 606	5 1994
United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant	2	OCAHO 329	1991
	2	OCAHO 329	1991
United States v. Oscar Chacon, Sr.	3	OCAHO 578	3 1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO 354	1991
United States v. R&M Fashion, Inc.	6	OCAHO 826	5 1995
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO 492	1993
United States v. Tri-Component Product Corporation	5	OCAHO 821	1995
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	OCAHO 782	2 1995

TOPICAL INDEX			00/1//20	021
United States v. Wood 'N Stuff	3	ОСАНО	574	1993
PAPERWORK REQUIREMENT (S)/VIOLATION(S)				
Employer Who Signs Section 2 With Electronic Signature Must Follow Applicable Regulations				
United States v. Agri-Systems d/b/a ASI I	industrial 12	ОСАНО	1301	2017
Employer's Failure to Ensure Employee Attests to Status in Section 1 is a Substantive Violation				
United States v. Golf International d/b/a	Desert Canyon Golf 10	ОСАНО	1214	2014
Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Viol	ation			
United States v. Farias Enterprises LLC	d/b/a Barajas Mexican Grill 13	ОСАНО	1338	2020
United States v. Golf International d/b/a	Desert Canyon Golf 11	ОСАНО	1222	2014
United States v. Kenneth McPeek Racing	Stables, Inc.	ОСАНО	1249	2015
United States v. Quickstuff, LLC, Its Men LLC	nber Maria Castillo, and A&C Staffing, 11	ОСАНО	1265	2015

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016

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

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 1274 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. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286 2016
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 2016
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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Examing Copies of Employee Documents Insufficient Where Law Requires Examination of Originals				
	United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO 1242 2015		
Factors				
	United States v. DJ Drywall, Inc.	10 OCAHO 1136 2010		
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation				
	United States v. Durable, Inc.	11 OCAHO 1231 2014		
	United States v. Hartmann Studios, Inc.	11 OCAHO 1255 2015		
	United States v. Horno MSJ, Ltd., Company	11 OCAHO 1247 2015		
		11 OCAHO 1247 2015		

10 OCAHO 1196

2013

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Complete Employment Eligibility Verification Form I-9 Constitutes Serious Violation			
	United States v. Crescent City Meat Company, Inc. United States v. Super 8 Motel & Villella Italian Restaurant	11 OCAHO 1223 10 OCAHO 1191	
Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days			
	United States v. Golden Employment Group, Inc.	12 OCAHO 1274	2016
Esilon to Consulta LO Within These Dusiness David			
Failure to Complete I-9 Within Three Business Days			
	Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10 OCAHO 1174	2013
	United States v. Anodizing Industries, Inc.	10 OCAHO 1184	2013
	United States v. Modern Disposal Incorporated	10 OCAHO 1175	2013

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

	United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	ОСАНО	1192	2013
	United States v. Pharaoh's Gentleman's Club, Inc.	10	ОСАНО	1189	2013
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Failure to Complete I-9 Within Three Business Days	is Serious Violation				
		1.1	OCAHO	1250	2015
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
	United States v. Mr. Mike's Pizza, Inc.	10	ОСАНО	1196	2013
	United States v. Niche, Inc.	11	ОСАНО	1250	2015
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Failure to Ensure Employee Checks Box Attesting to	Immigration Status is Serious Violation				
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N	12	ОСАНО	1281	2016
	Waffles	12	JUANO	1201	2010

TOPICAL INDEX	06/17/2021
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TOPICAL INDEX			00/1//2021
	United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 13	14 2018
	United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 12	93 2016
PAPERWORK REQUIREMENT (S)/VIOLATION(S)			
Failure to Ensure Employee Enters Alien Number	in Section 1 Constitutes Serious Violation		
	United States v. Hartmann Studios, Inc.	11 OCAHO 12	55 2015
	United States v. Horno MSJ, Ltd., Company	11 OCAHO 12	47 2015
		11 OCAHO 12	47 2015
Failure to Ensure Employee Signs Form I-9 Section	on 1 Is A Serious Violation		
Tanure to Ensure Employee Signs Form 1-7 Section	n i is A serious violation		
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 12	76 2016
	United States v. Hartmann Studios, Inc.	11 OCAHO 12	55 2015
	United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 13	27 2019
	United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 12	93 2016

Failure to Ensure Employee Signs Form I-9 Section 1 is a Substantive Failure					
PAPERWORK REQUIREMENT (S)/VIOLATION(S)	United States v. Golf International d/b/a Desert Canyon Golf	10	ОСАНО	1214	2014
Failure to Ensure Employee Signs, Lists Immigration	n Status and A Number on I-9 Are Serious Violations				
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1228	2014
Failure to Identify Issuing Authority In Form I-9 Sec	ction 2 Is A Serious Violation				
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
Failure to Prepare					
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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. 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
	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. Jula888, LLC d/b/a Para Tacos La Chilanga	12 OCAHO 1286	2016
United States v. Keegan Varitey, LLC	11 OCAHO 1238	2014
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278	2016
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293	2016

TOPICAL INDEX			06/17/2021		
United States v. Safe-Air	r of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Visionti	ron Corp.	13	ОСАНО	1348	2020
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification	on Requirements				
United States v. Clean S	weep Janitor Service	11	ОСАНО	1226	2014
United States v. Holtsvii	le 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Integrit	y Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Keegan	Varitey, LLC	11	ОСАНО	1238	2014
Failure to Prepare Forms I-9					

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357

2020

Failure to Prepare I-9 Among Most Serious Paperwork Violations

	United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
	United States v. Niche, Inc.	11	ОСАНО	1250	2015
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Failure to Present a Form I-9 Is A Substantive Violat	ion				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
Failure to Present Forms I-9 Within Three Days of Government's Request					
	United States v. A&J Kyoto Japanese Restaurant, Inc.	10	ОСАНО	1186	2013
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016

TOPICAL INDEX		06/17/2021			
United State	es v. The Red Coach Restaurant, Inc.	ОСАНО	1195	2013	
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Failure to Present Timely Prepared I-9 Forms is a Serious Violatio	n				
Margarita (Garcia Ocana v. El Dorado Stone, LLC 11 (ОСАНО	1244	2015	
United State	es v. Kenneth McPeek Racing Stables, Inc.	ОСАНО	1249	2015	
United State	es v. Liberty Packaging, Inc.	ОСАНО	1245	2015	
Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation					
United State	es v. Agri-Systems d/b/a ASI Industrial 12 (ОСАНО	1301	2017	
United State	es v. Imacuclean Cleaning Services, LLC 13	ОСАНО	1327	2019	
Failure to Properly Complete Employer Verification in Section 2 C		ОСАНО	1214	2014	
Unitea State	s v. Gog International a/o/a Desert Canyon Golf 10 V	JCANU	1214	2014	

TOPICAL INDEX	06/17/2021
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TOPICAL INDEX		06/17/2021				
	United States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО	1191	2013	
PAPERWORK REQUIREMENT (S)/VIOLATION(S)						
Failure to Properly Complete I-9 Less Serious Than	Failure to Prepare or Present I-9					
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016	
	United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015	
		11	ОСАНО	1247	2015	
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015	
Failure to Properly Complete Section 2 of the Form	I-9 is a Serious Violation					
	United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014	
	United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015	

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

TOTICAL INDEA					2021				
	United States v. New Outlook Homecare, LLC	10	ОСАНО	1210	2014				
PAPERWORK REQUIREMENT (S)/VIOLATION(S)									
Failure to Properly Verify Documents in Form I-9 Se	ection 2 Is Serious and Substantive Violation								
Generally									
	United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015				
		11	ОСАНО	1247	2015				
Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation									
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020				
	United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	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	ОСАНО	1276	2016				
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016				

	United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015				
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020				
PAPERWORK REQUIREMENT (S)/VIOLATION(S)									
Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation									
	United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014				
	United States v. Kobe Sakura Japanese, Inc.	10	ОСАНО	1205	2013				
	United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013				
	United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013				
	United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	ОСАНО	1206	2013				
	United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014				
Failure to Timely Submit Forms I-9 to ICE Cannot be Corrected Through Good Faith Exception									
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020				

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Form	1-9)

Form I-9					
		10	OCAHO	1126	2010
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
	United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Form I-9 Section 2 Is the Heart of the Employment I	Eligibility Verification Process				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. Liberty Packaging, Inc.	11	ОСАНО	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	ОСАНО	1319	2019
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO 785	1995
	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
		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	ОСАНО	679	1994
United States v. Business Teleconsultants, Ltd.	3	ОСАНО	565	1993
	3	ОСАНО	536	1993
United States v. Cafe Camino Real, Inc.	2	ОСАНО	307	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	ОСАНО	369	1991
	3	ОСАНО	467	1992
United States v. Christie Automotive Products	2	ОСАНО	361	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	ОСАНО	67	1989
United States v. Curran Engineering Company, Inc.	7	ОСАНО	975	1997
United States v. David Day d/b/a David Day Masonry	3	ОСАНО	575	1993
United States v. Diamond Construction, Inc.	3	ОСАНО	456	1992
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Dubois Farms, Inc.	2	ОСАНО	376	1991
	1	ОСАНО	242	1990
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	ОСАНО	342	1991
United States v. Ebrahim Banafsheha	3	ОСАНО	525	1993
	3	ОСАНО	525	1993

United States v. Ebrahim Banafsheha	3	ОСАНО	525	1993
	3	ОСАНО	525	1993
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	ОСАНО	316	1992
United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	ОСАНО	554	1993
	3	ОСАНО	554	1993
	3	ОСАНО	554	1993
	3	ОСАНО	554	1993
United States v. Elder Jerez d/b/a Green Scaping	3	ОСАНО	420	1992
United States v. Felipe, Inc.	1	ОСАНО	93	1989
United States v. Four Seasons Earthworks, Inc.	10	ОСАНО	1150	2012
United States v. Gerald Hollendorfer	1	ОСАНО	175	1990
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. Giannini Landscaping, Inc.	3	ОСАНО	573	1993
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	ОСАНО	321	1991
United States v. Hilario Rodriguez, Jr.	1	ОСАНО	276	1990
United States v. Honeybake Farms, Inc.	2	ОСАНО	311	1991
United States v. Interdynamics, Inc.	3	ОСАНО	433	1992

United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	ОСАНО	260	1990
	1	ОСАНО	264	1990
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	ОСАНО	499	1993
United States v. Juan V. Acevedo	1	ОСАНО	95	1989
United States v. Kangaroo Express of Pueblo	3	ОСАНО	581	1993
United States v. Land Coast Insulation, Inc.	2	ОСАНО	379	1991
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	ОСАНО	166	1990
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	ОСАНО	309	1991
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	ОСАНО	448	1992
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	ОСАНО	130	1989
United States v. Mario Saikhon, Inc.	1	ОСАНО	279	1990
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	ОСАНО	154	1990
United States v. Minaco Fashions, Inc.	3	ОСАНО	587	1993
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	ОСАНО	518	1993
United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010

United States v. Noel Plastering & Stucco, Inc.	3	ОСАНО	427	1992
United States v. Oscar Chacon, Sr.	3	ОСАНО	578	1993
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	ОСАНО	541	1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	ОСАНО	354	1991
	2	ОСАНО	337	1991
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	ОСАНО	974	1997
United States v. Robert Marnul d/b/a Lamont Street Grill	3	ОСАНО	441	1992
United States v. Robert Watson d/b/a North State Tile Company	1	ОСАНО	253	1990
United States v. Ronning Landscaping, Inc.	10	ОСАНО	1149	2012
United States v. Rosario Strano d/b/a Strano Farms	3	ОСАНО	492	1993
United States v. SDI Industries, Inc.	3	ОСАНО	465	1992
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	ОСАНО	509	1993
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996
United States v. South Masonry Fencing Company	1	ОСАНО	4	1988
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	ОСАНО	563	1993
Investigations	3	ОСАНО	533	1993
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	ОСАНО	412	1993

United States v. Tuttle's Design Build, Inc.	3	OCAHO 422	1992					
	2	OCAHO 370	1991					
United States v. USA Café	1	OCAHO 42	1989					
United States v. William and Maria Sievert	1	OCAHO 294	1991					
United States v. Wood 'N Stuff	3	OCAHO 574	1993					
United States v. Stanford Sign and Awning, Inc.	10	OCAHO 1145	2012					
United States v. WSC Plumbing, Inc.	9	OCAHO 1071	2001					
	9	OCAHO 1062	2000					
yer of Opportunity to Correct Technical Violations								
United States v. Chen Wilmington, Inc.	11	ОСАНО 1241	2015					
	United States v. USA Café United States v. William and Maria Sievert United States v. Wood 'N Stuff United States v. Stanford Sign and Awning, Inc. United States v. WSC Plumbing, Inc. yer of Opportunity to Correct Technical Violations	United States v. USA Cafe United States v. William and Maria Sievert United States v. Wood 'N Stuff 3 United States v. Stanford Sign and Awning, Inc. United States v. WSC Plumbing, Inc. 9 9 yer of Opportunity to Correct Technical Violations	United States v. USA Café 1 OCAHO 42 United States v. William and Maria Sievert 1 OCAHO 294 United States v. Wood 'N Stuff 3 OCAHO 574 United States v. Stanford Sign and Awning, Inc. 10 OCAHO 1145 United States v. WSC Plumbing, Inc. 9 OCAHO 1071 9 OCAHO 1062					

I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later

United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

I-9 Retention Requirement for Former Employees

United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014
United States v. March Construction, Inc.	10	ОСАНО	1158	2012
United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014

2016

12 OCAHO 1290

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

I-9s To Be Examined Are Those Presented in Respo	onse to NOI, Not I-9s Produced Thereafter				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
Ignorance of Statutory Requirements					
	United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
	United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
	United States v. Onion River Sports, Inc.	4	ОСАНО	673	1994
Impossibility Not Available As Defense When Dest	ruction of I-9s Is Due To Employer's Own Actions				

United States v. Ideal Transportation Co., Inc.

Un	nited States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Lack of Issuing Authority for a Driver's License in Section	n 2 is a Substantive Violation				
	etchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; fice of the Chief Administrative Hearing Officer	10	ОСАНО	1201	2013
Liability					
Un	nited States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
Un	nited States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
Un	nited States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
Un	nited States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
Un	nited States v. March Construction, Inc.	10	ОСАНО	1158	2012
Un	nited States v. New China Buffet Restaurant	10	ОСАНО	1133	2010
Un	nited States v. Onion River Sports, Inc.	4	ОСАНО	673	1994
Un	nited States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	ОСАНО	848	1996

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Location

Mitigation

	United States v. Dubois Farms, Inc. United States v. Land Coast Insulation, Inc.	2	ОСАНО ОСАНО		1991 1991
Mere Failure to Date I-9 Employer Attestation is Tec	hnical or Procedural United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014
Merely Pre-Printing or Typing Company Name in Se	ction 2 Is Not the Equivalent of a Signature United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО	1301	2017

United States v. 4431, Inc. t/a Candleligh	t Inn	4	ОСАНО	611	1994
, 8			остито	011	1994
United States v. Alberta Sosa, Inc.		6	ОСАНО	831	1996
United States v. Benjamin P. Raygoza d/b	o/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. China Wok Restaurant, I	nc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. David Jenkins		5	ОСАНО	743	1995
United States v. Davis Nursery, Inc.		4	ОСАНО	694	1994
United States v. Draper-King Cole, Inc.		7	ОСАНО	933	1997
		7	ОСАНО	933	1997
United States v. Great Bend Packing Con	npany	6	ОСАНО	835	1996
United States v. GRS, Inc. d/b/a Gasket E	Ingineering	4	ОСАНО	627	1994
United States v. LFW Dairy Corporation		10	ОСАНО	1129	2009
United States v. Mesabi Bituminous, Inc.		5	ОСАНО	801	1995
United States v. Primera Enterprises, Inc	. d/b/a J.B.'s Lounge	4	ОСАНО	692	1994
United States v. Ricardo Calderon, Inc.		6	ОСАНО	832	1996
		6	ОСАНО	832	1996
United States v. Taco Plus, Inc. d/b/a Tac	co Loco	5	ОСАНО	775	1995
United States v. Task Force Security, Inc. Investigations	d/b/a Task Force Security and	4	ОСАНО	625	1994

TOTICAL INDEX			00/1//20	021
United States v. Union Lakevi	lle Corporation 8	ОСАНО	1019	1998
United States v. Zip City Part	ner, L.P. d/b/a Zip City Brewing 7	ОСАНО	965	1997
PAPERWORK REQUIREMENT (S)/VIOLATION(S)				
Most Paperwork Violations are Continuing Violations Until Cured or Until Retention	n Period Expires			
United States v. R2M2 Rebar	& Stressing, Inc. 14	ОСАНО	1357	2020
Most Paperwork Violations are Continuous Violations Until Cured or Until Retentio	n Period Expires			
United States v. Executive Cle	eaning Services of Long Island, Ltd. 13	ОСАНО	1314	2018
United States v. Visiontron Co	orp. 13	ОСАНО	1348	2020
No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attac	ched			
United States v. Golf Internat	ional d/b/a Desert Canyon Golf 10	ОСАНО	1214	2014

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

No Substitute for Proper Completion of Form I-9					
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
Omitting Document Number/Expiration Date May l	Be Technical/Procedural If Document Copy Attached				
	United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015
Paperwork Violation Involving Failure to Complete Section 1 or 2 Continues Until Corrected					
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020

Paperwork Violations for Failure to Timely Prepare	a Form I-9 Cannot Be Cured				
PAPERWORK REQUIREMENT (S)/VIOLATION(S)	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Person Who Signs Attestation Must Be Same Person	n Who Examines Employee's Original Documents				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
Presenting Forms I-9 Late Is Not As Serious as Con	uplete Failure to Prepare of Present Forms I-9				
2.100	-p				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
Retention Requirement for Former Employees					
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017

Reverification of Expired Employment Authorization	on Must Occur No Later Than Date of Expiration			
	United States v. Eriksmoen Cottages, Ltd.	14 OCAHO	D 1355	2020
PAPERWORK REQUIREMENT (S)/VIOLATION(S)				
Rules for Completion of I-9 for Employee Who Wo	orks Fewer Than Three Business Days			
	United States v. Golden Employment Group, Inc.	12 OCAHO	O 1274	2016
	United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO	D 1228	2014
Section 2 - Expired Documents				
	United States v. Silverado Stages, Inc.	10 OCAHO	O 1182	2013
Statute Aimed At All Employers, Not Just Trafficko	ers or Those Who Hire Unauthorized Workers			
	United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO	O 1242	2015

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Statute of Limitations

Statute of Limitations							
	United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	984	1998		
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020		
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
Substantive Paperwork Violation Continues Until Cu	Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires						
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020		
Systematically Executing False Attestations in Section	on 2 Is Very Serious Violation						
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	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	ОСАНО	1276	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
PAPERWORK REQUIREMENT (S)/VIOLATION(S)					
Timeliness Paperwork Violations Cannot Be Cured					
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
Untimely Filing					
	United States v. Naim Ojeil & Samoeil Ishk	7	ОСАНО	984	1998

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)	Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer	10	ОСАНО	1201	2013	
Variety of Violations May Be Sufficiently Egregious	s to Merit Penalties Near Statutory Maximum					
	United States v. Durable, Inc.	11	ОСАНО	1231	2014	
Violation Is Serious If It Undercuts Effectiveness of Prohibition on Hiring Unauthorized Aliens						
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020	
PARTIES						
Class Action						
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003	
	Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	156	1990	
	Joan A. Lardy v. United Airlines, Inc.	6	ОСАНО	843	1996	

	Jose E. Birisno Briceno-Briceno v. Farmco Farms	4	OCAHO 629	1994
	Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO 867	1996
	United States v. Zabala Vineyards	6	OCAHO 830	1995
PARTIES				
Complaint				
	United States v. Auburn University	4	OCAHO 646	1994
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 736	1995
Corporation(s)				
	Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO 639	1994
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО 1135	2010
	United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO 407	1992

Generally

	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 668	1994
	Linda S. Walker v. United Airlines, Inc.	4	OCAHO 686	1994
	United States v. McDonnell Douglas Corporation	3	OCAHO 507	1993
PARTIES				
Hearing(s)				
	Hernandez v. Farley Candy Company	5	OCAHO 781	1995
Individual Capacity				
	Howard Eugene McNier v. San Francisco State University College of Business	8	ОСАНО 1030	1999
	Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO 639	1994

PARTIES	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	ОСАНО	1246	2015
Intervenor					
	Hernandez v. Farley Candy Company	5	ОСАНО	810	1995
Permissive Joinder					
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
	United States v. Ronning Landscaping, Inc.	10	ОСАНО	1149	2012
	United States v. WSC Plumbing, Inc.	8	ОСАНО	1045	2000
Prevailing					
	Michael Williamson v. Autorama, Inc.	1	ОСАНО	174	1990

	TOPICAL INDEX			06/17//2	2021
	United States v. Auburn University	4	ОСАНО	688	1994
PARTIES					
Previous Settlement Between Parties					
	A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
Settlement					
	A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
	Azia Aityahia v. Sabena Airline Training Center, Inc.	9	ОСАНО	1122	2006
	United States v. California Mantel, Inc.	10	ОСАНО	1168	2013
	United States v. New Mexico State Fair	6	ОСАНО	898	1996
Stipulation					
	Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.	1	ОСАНО	160	1990

TOTICAL INDEX			00/17/2	2021
United States v. McDonnell Douglas Corporation	2	ОСАНО	380	1991
PARTIES				
Subpoena				
Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363b	2020
Successorship Liability				
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	ОСАНО	1291	2016
Union(s)				
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	ОСАНО	107	1989

PARTIES

Unnamed or Fictitiously-named Respondent					
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020
		14	ОСАНО	1368a	2020
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
PATTERN OR PRACTICE					
Civil Money Penalty					
	United States v. Fairfield Jersey, Inc.	9	ОСАНО	1069	2001
	United States v. Pancho's Mexican Buffet, Inc.	4	ОСАНО	632	1994
Document Abuse					
	United States v. Mar-Jac Poultry, Inc.	10	ОСАНО	1148	2012

PATTERN OR PRACTICE

Generally

Guy Santiglia v. Sun Microsystems, Inc.	9 OCAHO 1097	2003
United States v. A.J. Bart, Inc.	3 OCAHO 538	1993
United States v. Agripac, Inc.	8 OCAHO 1012	1998
United States v. Fairfield Jersey, Inc.	9 OCAHO 1069	2001
United States v. Mesa Airlines	1 OCAHO 74	1989
	1 OCAHO 74	1989
United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation	3 OCAHO 413	1992
United States v. Weld County School District	2 OCAHO 326	1991
United States v. Workrite Uniform Company, Inc.	5 OCAHO 755	199

Independent Contractor(s)

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

PATTERN OR PRACTICE

Persons Protected					
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	601	1994
	United States v. Zabala Vineyards	6	ОСАНО	830	1995
Proof					
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	601	1994
PENALTIES					
Ability to Pay May Be Appropriate Factor to Conside	er In Assessing the Amount of the Penalty				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015

	United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
	United States v. Niche, Inc.	11 OCAHO 1250 2015
	United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
	United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270 2016
	United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 2016
PENALTIES		
Absence of Bad Faith Does Not Necessarily Show G	good Faith	
	United States v. Visiontron Corp.	13 OCAHO 1348 2020
Across-the-Board Enhancement for Presence of Only	y Some Unauthorized Workers Not Permitted	
	Heided States of Early County Foods Live 1/h/n Doctored Here (CCL) L. M.	12 OCAHO 1201 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. Jalisco's Bar and Grill, Inc.	11 OCAHO 1224 2014

TOTICAL INDEX				
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga		ОСАНО	1286	2016
United States v. Platinum Builders of Central F	lorida, Inc. 10	ОСАНО	1199	2013
United States v. PM Packaging, Inc., and PM C Packaging	orporate Group, Inc., d/b/a PM 11	ОСАНО	1253	2015
PENALTIES				
Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses				
United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. Frio County Partners, Inc. d/b/o	a Jack's Produce Co. 12	ОСАНО	1276	2016
Aggravation				
United States v. Seven Elephants Distributing C	Torp. 10	ОСАНО	1173	2013
ALJ Can Consider Public Policy of Leniency to Small Entities				
United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017

United States v. Cawoods Produce, Inc.	12 OCAHO 1280 2016
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. Homestead Metal Recycling Corp.	11 OCAHO 1251 2015
United States v. Ideal Transportation Co., Inc.	12 OCAHO 1290 2016
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Keegan Varitey, LLC	11 OCAHO 1238 2014
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 2016
United States v. Niche, Inc.	11 OCAHO 1250 2015
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016
United States v. Solutions Group International, LLC	12 OCAHO 1288 2016
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243 2015
United States v. St. Croix Personnel Services, Inc.	12 OCAHO 1289 2016

PENALTIES

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

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

PENALTIES

ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty

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
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276 2016
United States v. Golden Employment Group, Inc.	12 OCAHO 1277 2016
United States v. Hair U Wear, LLC	11 OCAHO 1268 2016
United States v. 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
United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
United States v. Intelli Transport Services, Inc.	13 OCAHO 1319 2019

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

PENALTIES

ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

Employment of Unauthorized Alien(s)

United States v. Crescent City Meat Company, Inc.	11 OCAHO 1217	2014
	11 OCAHO 1217	2014

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable					
	United States v. Durable, Inc.	11 OCAHO 1231	2014		
PENALTIES					
ALJ In 1324b Case Looks At Nature and Circumsta	nces 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		
ALJ May Consider Non-Statutory Factors As Appro	opriate in a Specific Case				
	United States v. Visiontron Corp.	13 OCAHO 1348	2020		
ALJ May Not Assess Penalties Above Maximum Pe	ermitted by Department of Justice Regulations				
	United States of America v. Danielle Messineo	14 OCAHO 1367	2020		
	United States v. Leticia Velarde	14 OCAHO 1384	2020		

PENALTIES

ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc.	11	ОСАНО	1231	2014
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty

United States of America v. Danielle Messineo	14	ОСАНО	1367	2020
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020

TOTICAL INDEA				
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
PENALTIES				
Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)				
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures				
Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015

	TOPICAL INDEX			06/17/2	2021	
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019	
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017	
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015	
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020	
PENALTIES						
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case						
	United States v. Durable, Inc.	11	ОСАНО	1231	2014	
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014	
Challenge to ICE Formula Inapposite Where Final Pe	nalty Arrived at Independently by ALJ					
	United States v. M & D Masonry	10	ОСАНО	1215	2014	

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

TOPICAL INDEX			06/17/2	2021	
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1256	2015
PENALTIES					
Company Tax Losses Do Not Necessarily Establish	Poor Financial Condition or Inability To Pay				
	United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
Culpable Conduct Can Be Shown by Evidence that	Employer Tried to Mislead Government				
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
Date of Penalty Assessment Is The Date ICE Serves	the Notice of Intent to Fine				
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021

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

2015

Unite	ed States v. Visiontron Corp.	13	ОСАНО	1348	2020		
PENALTIES							
Difference in Seriousness of Violations May Be Reflected in	n the Final Penalty						
Unite	ed States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016		
Unite Waffl	ed States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N les	12	ОСАНО	1281	2016		
	ed States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		
Unite	ed States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016		
Unite	ed States v. Hair U Wear, LLC	11	ОСАНО	1268	2016		
Unite	ed States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016		
Unite	ed States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016		
Unite	ed States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016		
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty							

06/17/2021 TOPICAL INDEX

PENALTIES

Document	Fraud
Document	rrauu

Document Fraud					
	United States v. Leticia Velarde	14	ОСАНО	1384	2020
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
Double Jeopardy					
	United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations					
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020

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

	TOPICAL INDEX		06/17/20	021
U_{i}	nited States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13	ОСАНО	1338	2020
PENALTIES				
Employer's Failure to Reverify Employee's Expired Emp	loyment Authorization Is Serious Violation			
U_{i}	nited States v. Visiontron Corp. 13	ОСАНО	1348	2020
Employer's Failure to Sign Form I-9 Section 2 Is A Very	Serious Violation			
U_{i}	nited States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	ОСАНО	1338	2020
U_{i}	nited States v. Visiontron Corp. 13	ОСАНО	1348	2020
Employer's Previous Receipt of a Warning Notice Does 1	Not Constitute History of Previous Violations			
U_{i}	nited States v. SKZ Harvesting, Inc.	ОСАНО	1266	2016

Employment of Unauthorized Aliens			
	United States v. Forsch Polymer Corporation	10 OCAHO 1156	2012
	United States v. Nebeker, Inc.	10 OCAHO 1165	2013
PENALTIES			
Enhancement Factor Based on Whether Specific Ind	dividual was Unauthorized		
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244	2015
	United States v. Imacuclean Cleaning Services, LLC	13 OCAHO 1327	2019
	United States v. Jalisco's Bar and Grill, Inc.	11 OCAHO 1224	2014
	United States v. Liberty Packaging, Inc.	11 OCAHO 1245	2015
	United States v. Romans Racing Stables, Inc.	11 OCAHO 1230	2014
Evidence of Backdating Does Not Alone Warrant a	Einding of Ded Feid		

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019

	TOPICAL INDEX			06/17/2021		
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017	
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015	
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020	
PENALTIES						
Excessive Fines Clause of Eighth Amendment Applie	es to Fines That Are Punitive					
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015	
Excessive Money Penalties	United States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014	
Factors						
	United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010	

United States v. Keegan Varitey, LLC

11 OCAHO 1238

2014

	TOPICAL INDEX			06/17/2	2021
	United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013
	United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	ОСАНО	1192	2013
	United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013
	United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	ОСАНО	1206	2013
	United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014
PENALTIES					
Failure to Complete I-9 Within Three Business Days	s is Serious Violation				
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
	United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

United States v. Durable, Inc. 11 OCAHO 1231 2014

13 OCAHO 1327

2019

Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct					
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244	2015		
	United States v. Liberty Packaging, Inc.	11 OCAHO 1245	2015		
PENALTIES					
Failure to Ensure Employee Signs Form I-9 Section Failure to Prepare Form I-9 Among Most Serious Pa	United States v. Visiontron Corp.	13 OCAHO 1348	2020		
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12 OCAHO 1281	2016		
	United States v. Golden Employment Group, Inc. United States v. Hair U Wear, LLC	12 OCAHO 1277 11 OCAHO 1268	2016 2016		
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11 OCAHO 1268 11 OCAHO 1258	2016		
	United States v. Ideal Transportation Co., Inc.	12 OCAHO 1290	2016		

United States v. Imacuclean Cleaning Services, LLC

	, 271							
United States v. Jula88	8, LLC d/b/a Para Tacos La Chilanga 12	ОСАНО 1286	2016					
United States v. Pegasu	us Family Restaurant, Inc. 12	ОСАНО 1293	2016					
United States v. Safe-Ai	ir of Illinois, Inc. 12	ОСАНО 1270	2016					
United States v. Solutio	ons Group International, LLC 12	OCAHO 1288	2016					
United States v. St. Cro	ix Personnel Services, Inc. 12	ОСАНО 1289	2016					
United States v. Visiont	ron Corp. 13	ОСАНО 1348	2020					
United States v. Wave C	Green, Inc. d/b/a Golden Farm Market 11	ОСАНО 1267	2016					
PENALTIES								
Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form								
United States v. Golden	a Employment Group, Inc. 12	OCAHO 1277	2016					
Failure to Prepare I-9 Among Most Serious Paperwork Violations	Failure to Prepare I-9 Among Most Serious Paperwork Violations							

12 OCAHO 1280

11 OCAHO 1233

2016

2014

United States v. Cawoods Produce, Inc.

United States v. Mott Thoroughbred Stables, Inc.

	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015	
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014	
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015	
PENALTIES						
Failure to Properly Complete I-9 Less Serious Than F	ailure to Prepare or Present I-9					
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015	
Failure to Show That Certain Individuals Were Unaut	horized Does Not Require Mitigation					
	United States v. Evilgan and Cattages Ltd	1.4	ОСАНО	12550	2020	
	United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1333a	2020	
	United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014	
Failure to Timely Prepare Form I-9 Is A Serious Violation						
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016	

TOPICAL INDEX			06/17//2	2021
United States v. Visiontron Corp.	13	ОСАНО	1348	2020
PENALTIES				
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	ОСАНО	1280	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
Generally				
United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing	3	ОСАНО	494	1993
United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
United States v. Business Teleconsultants, Ltd.	3	ОСАНО	565	1993
United States v. Cristina Galeas	5	ОСАНО	790	1995
United States v. David Day d/b/a David Day Masonry	3	ОСАНО	575	1993
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Exim, Inc. and Jaime Monardes, Individually	3	ОСАНО	591	1993

United States v. Giannini Landscaping, Inc.	3	ОСАНО	573	1993
United States v. Gloria Fashions, Inc.	6	ОСАНО	887	1996
United States v. Hardeep Singh	3	ОСАНО	520	1993
United States v. Ice Castles Daycare Too, Inc.	10	ОСАНО	1142	2011
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	ОСАНО	499	1993
United States v. Kangaroo Express of Pueblo	3	ОСАНО	581	1993
United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	ОСАНО	479	1992
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	ОСАНО	712	1994
United States v. Landscapes By Susanna	3	ОСАНО	556	1993
	3	ОСАНО	556	1993
United States v. Local Building & Remodeling of International Falls	3	ОСАНО	567	1993
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Minaco Fashions, Inc.	3	ОСАНО	587	1993
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010
United States v. Nicolas Tinoco-Medina	6	ОСАНО	890	1996

United States v. Orlando Diaz-Rosas	4	OCAHO 7	702	1994
United States v. Oscar Chacon, Sr.	3	OCAHO 5	578	1993
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO 6	552	1994
United States v. Pedro Dominguez	7	OCAHO 9	972	1997
	7	OCAHO 9	972	1997
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO 5	559	1993
Landscape Management	3	OCAHO 5	559	1993
United States v. Riverboat Delta King, Inc.	5	OCAHO 7	738	1995
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO 9	958	1997
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO 5	509	1993
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO 6	525	1994
United States v. Wood 'N Stuff	3	OCAHO 5	574	1993

PENALTIES

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

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020

United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

PENALTIES

Good Faith Defense

United States v. DJ Drywall, Inc.	10 OCAHO 1136	2010
United States v. LFW Dairy Corporation	10 OCAHO 1129	2009

11 OCAHO 1250

12 OCAHO 1270

13 OCAHO 1348

2015

2016

2020

TOFICAL INDEX			00/1//20	021			
Unit	ted States v. Morgan's Mexican & Lebanese Foods, Inc. 8	ОСАНО	1013	1998			
PENALTIES							
Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence							
Unit	ted States v. Cawoods Produce, Inc. 12	ОСАНО	1280	2016			
Unit	ted States v. Eriksmoen Cottages, Ltd.	ОСАНО	1355a	2020			
Unit	ted States v. Executive Cleaning Services of Long Island, Ltd. 13	ОСАНО	1314	2018			
Unit	ted States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	ОСАНО	1338	2020			
Unit	ted States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	ОСАНО	1258	2015			
Unit	ted States v. Homestead Metal Recycling Corp. 11	ОСАНО	1251	2015			
Unit	ted States v. Imacuclean Cleaning Services, LLC 13	ОСАНО	1327	2019			
Unit	ted States v. Keegan Varitey, LLC	ОСАНО	1238	2014			
Unit	ted States v. Kenneth McPeek Racing Stables, Inc.	ОСАНО	1249	2015			

United States v. Niche, Inc.

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

United States v. Visiontron Corp.

PENALTIES

Government Bears the Burden of Proof on Penalty and Aggravating Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244 2015
United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296 2017
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. Employer Solutions Staffing Group II, LLC	11 OCAHO 1242 2015
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 1276 2016
United States v. Golden Employment Group, Inc.	12 OCAHO 1277 2016
United States v. Hair U Wear, LLC	11 OCAHO 1268 2016
United States v. 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. Liberty Packaging, Inc.	11 OCAHO 1245 2015
United States v. Metropolitan Enterprises, Inc.	12 OCAHO 1297 2017
United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 2016
United States v. Pegasus Family Restaurant, Inc.	12 OCAHO 1293 2016

${\it United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging}$	11	ОСАНО	1253	2015
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

PENALTIES

Government Must Prove Aggravating Factor by Preponderance of Evidence

Margarita (Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United State	es v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014
United State	es v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United State	es v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
United State	es v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United State	es v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United State	es v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015

PENALTIES

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

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

High Compliance Rate May Be Evidence of Good Faith

Office Divide V. Dividition Colleges, Ele.	United States v. Erik	smoen Cottages, Ltd.	14 OCAHO	1355a	2020
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High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations

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

ICE Fine Guidelines Have No Binding Effect on OCAHO

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

PENALTIES

In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

United States v. Leticia Velarde 14 OCAHO 1384 2020

Knowing Hire					
	United States v. Jonel, Inc.	8	ОСАНО	1008	1998
	United States v. Occupational Resource Management, Inc.	10	ОСАНО	1166	2013
PENALTIES					
Knowing Hire Violations Are Far More Serious Tha	an Any Paperwork Violations				
	United States v. Foothill Packing, Inc.	11	ОСАНО	1240	2015
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
Lack of History of Previous Violations Does Not Ro	equire the ALJ to Mitigate Civil Penalty				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1232	2014
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. The Red Coach Restaurant, Inc.	10	ОСАНО	1200	2013
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

PENALTIES

Leniency Toward Small Entities

United States v. Clean Sweep Janitor Service	11	OCAHO	1226	2014
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015

Mitigation

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	758	1995
United States v. Central Nebraska Packing, Inc.	4	ОСАНО	714	1994
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	ОСАНО	803	1995
United States v. David Jenkins	5	ОСАНО	743	1995
United States v. Draper-King Cole, Inc.	7	ОСАНО	933	1997
	7	ОСАНО	933	1997
United States v. Enrique Reyes d/b/a King's Produce	4	ОСАНО	592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	ОСАНО	756	1995
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	ОСАНО	819	1995
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	ОСАНО	1013	1998
United States v. Orlando Diaz-Rosas	4	ОСАНО	702	1994
United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО	652	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	ОСАНО	637	1994
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	ОСАНО	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	ОСАНО	625	1994

	United States v. Tri-Component Product Corporation	6	ОСАНО	853	1996	
	United States v. Williams Produce, Inc.	5	ОСАНО	730	1995	
PENALTIES						
Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized						
	Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015	
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016	
	United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015	
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016	
	United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015	
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016	
Notices of Discrepancies or Suspect Documents Do N	Not Alone Prove Employee Is Unauthorized					
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019	
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017	

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

PENALTIES

OCAHO ALJs May Review Penalty Assessments De Novo

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
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314 2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020
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. Imacuclean Cleaning Services, LLC	13 OCAHO 1327 2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307 2017
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. Keegan Varitey, LLC	11 OCAHO 1238 2014

	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
PENALTIES					
OCAHO Generally Considers a Business With Fewe	er Than 100 Employees to be a Small Business United States v. Visiontron Corp.	13	ОСАНО	1348	2020
	Onited states v. visioniron Corp.	13	OCAHO	1340	2020
Paperwork Requirement(s)/Violation(s)					
	United States v. Alberta Sosa, Inc.	6	ОСАНО	831	1996
	United States v. De Luca's Market	8	ОСАНО	1039	1999

United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	4	ОСАНО	604	1994
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. Great Bend Packing Company	6	ОСАНО	835	1996
United States v. Jonel, Inc.	8	ОСАНО	1008	1998
United States v. LFW Dairy Corporation	10	ОСАНО	1129	2009
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	ОСАНО	931	1997
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	ОСАНО	986	1998
United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010

	United States v. Onion River Sports, Inc.	4	OCAHO (673	1994
	United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013
	United States v. Ricardo Calderon, Inc.	6	OCAHO 8	832	1996
		6	OCAHO 8	832	1996
	United States v. Sunshine Building Maintenance, Inc.	7	OCAHO 9	997	1998
PENALTIES					
Paperwork Violation Penalties Are Prophylactic and	Corrective, Not Punitive				
	United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO 1	1242	2015
D. (-M'. C. C D. '.' M(Cl Tl	LNI Comin Loro CM 4 di LE 4				
Party Moving for Summary Decision Must Show Th	ere is no Genuine issue of Material Fact				
	United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО :	1327	2019

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

11 OCAHO 1267

2016

United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
r Bears Burden of Proof				
United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Hartmann Studios, Inc.	11	ОСАНО	1255	2015
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. 3679 Commerce Place, Inc. United States v. Executive Cleaning Services of Long Island, Ltd. United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. United States v. Hair U Wear, LLC United States v. Hartmann Studios, Inc. United States v. Imacuclean Cleaning Services, LLC United States v. Integrity Concrete, Inc. and American Concrete, Inc. United States v. Keegan Varitey, LLC United States v. Metropolitan Enterprises, Inc. United States v. Niche, Inc.	United States v. 3679 Commerce Place, Inc. United States v. Executive Cleaning Services of Long Island, Ltd. United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. United States v. Hair U Wear, LLC United States v. Hartmann Studios, Inc. United States v. Imacuclean Cleaning Services, LLC United States v. Integrity Concrete, Inc. and American Concrete, Inc. United States v. Keegan Varitey, LLC United States v. Metropolitan Enterprises, Inc. 11 United States v. Metropolitan Enterprises, Inc. 12 United States v. Niche, Inc.	United States v. 3679 Commerce Place, Inc. United States v. Executive Cleaning Services of Long Island, Ltd. United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. United States v. Hair U Wear, LLC United States v. Hartmann Studios, Inc. United States v. Imacuclean Cleaning Services, LLC United States v. Integrity Concrete, Inc. and American Concrete, Inc. United States v. Keegan Varitey, LLC United States v. Metropolitan Enterprises, Inc. 11 OCAHO United States v. Metropolitan Enterprises, Inc. 12 OCAHO United States v. Metropolitan Enterprises, Inc. 13 OCAHO United States v. Metropolitan Enterprises, Inc.	United States v. 3679 Commerce Place, Inc. United States v. Executive Cleaning Services of Long Island, Ltd. United States v. Executive Cleaning Services of Long Island, Ltd. United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 United States v. Hair U Wear, LLC 11 OCAHO 1268 United States v. Hartmann Studios, Inc. 11 OCAHO 1255 United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 United States v. Keegan Varitey, LLC 11 OCAHO 1238 United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 United States v. Niche, Inc.

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

11 OCAHO 1247

2015

PENALTIES

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor

Tany seeming constant and street summerly rate services on rame rates					
	United States v. Eriksmoen Cottages, Ltd.	14	OCAHO 1355a	2020	
Penalties Near Maximum Should Be Reserved for M	ost Egregious Violations				
	United States v. Cawoods Produce, Inc.	12	OCAHO 1280	2016	
	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. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО 1338	2020	
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО 1276	2016	
	United States v. Golf International d/b/a Desert Canyon Golf	11	OCAHO 1222	2014	
	United States v. Hartmann Studios, Inc.	11	OCAHO 1255	2015	
	United States v. Homestead Metal Recycling Corp.	11	OCAHO 1251	2015	

United States v. Horno MSJ, Ltd., Company

United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Kobe Sakura Japanese, Inc.	10	ОСАНО	1205	2013
United States v. Kobe Sapporo Japanese, Inc.	10	ОСАНО	1204	2013
United States v. M & D Masonry, Inc.	10	ОСАНО	1211	2014
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	ОСАНО	1206	2013
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016

United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016
United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	ОСАНО	1208	2014
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

PENALTIES

Penalties Should Deter Future Violations Without Being Unduly Punitive

United States v. Clean Sweep Janitor Service	11	OCAHO	1226	2014
United States v. Golf International d/b/a Desert Canyon Golf	11	ОСАНО	1222	2014
United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Kenneth McPeek Racing Stables, Inc.	11	ОСАНО	1249	2015

TOTICAL INDEX		,
United States v. Niche, Inc.	11 OCAHO 1250	2015
United States v. Safe-Air of Illinois, Inc.	12 OCAHO 1270	2016
United States v. Solutions Group International, LLC	12 OCAHO 1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243	2015
PENALTIES		
Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business		
United States v. Hartmann Studios, Inc.	11 OCAHO 1255	2015
Penalties Should Promote Future Compliance Without Being Unduly Punitive		
United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296	2017
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13 OCAHO 1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338	2020
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13 OCAHO 1307	2017

	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
PENALTIES					
Penalty Within Statutory Range Presumed Valid Und	der Eighth Amendment Excessive Fines Clause				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
	e men sames ,. Emproyer sommens stay, mg er emp 11, 220			12.2	2010
Poor Rate of Compliance Without Showing Culpable	e Conduct Insufficient to Prove Lack of Good Faith				
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N	12	ОСАНО	1281	2016
	Waffles				
	United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016

Presenting Forms I-9 Late Is Not As Serious as Complete Failure to Prepare of Present Forms I-9						
	United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 13	355a 2020			
PENALTIES						
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 12	242 2015			
Proportionality is Critical in Setting Penalties						
	United States v. Niche, Inc.	11 OCAHO 12	250 2015			
	United States v. Safe-Air of Illinois, Inc.	12 OCAHO 12	270 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 12	224 2014			

11 OCAHO 1239

2014

PENALTIES

Purpose is to Deter Repeat Violations and Encourage Others to Comply					
	United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO 124	2015		
Purposes of Fines Are To Deter Future Violations &	Encourage Compliance w/Verification Procesures				
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12 OCAHO 127	76 2016		
Rate of Violations Is Not An Enumerated Factor But	Can Be Considered In Assessing the Penalty				
	United States v. Visiontron Corp.	13 OCAHO 134	18 2020		
Reasonableness Based On Record As Whole and State	tutory Factors in Particular				

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

PENALTIES

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

Mere Reference to Information Discrepancies or Suspect Documents Insufficient to Prove

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

10 OCAHO 1199 2013

Respondent Must Present Evidence in Support of Potential Mitigtion Factors in Section 1324c Cases

United States v. Leticia Velarde

14 OCAHO 1384 2020

Sale of Fraudulent Documents Is A Serious Violation

United States v. Leticia Velarde

14 OCAHO 1384 2020

Seriousness of Violation Depends on Degree of Deviation From Verification Requirements

06/17/2021 TOPICAL INDEX

	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
PENALTIES					
Seriousness of Violation Evaluated on Continuum E	Because Not All Violations Are Equally Serious				

United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Golden Employment Group, Inc.	12	ОСАНО	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Horno MSJ, Ltd., Company	11	ОСАНО	1247	2015
	11	ОСАНО	1247	2015
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014

United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Niche, Inc.	11	ОСАНО	1250	2015
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	ОСАНО	1253	2015
United States v. Romans Racing Stables, Inc.	11	ОСАНО	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016
United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

PENALTIES

Seriousness of Violation(s)

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10	ОСАНО	1174	2013
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jonel, Inc.	8	ОСАНО	1008	1998
United States v. Monadnock Mountain Spring Water, Inc.	10	ОСАНО	1193	2013

United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	ОСАНО	1013	1998
United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013
United States v. Taste of China	10	ОСАНО	1164	2013

PENALTIES

Size of Business

United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Imacuclean Cleaning Services, LLC	13	ОСАНО	1327	2019
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo	10	ОСАНО	1170	2013
United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10	ОСАНО	1178	2013
United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	ОСАНО	1179	2013

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

	TOPICAL INDEX			06/17/2	.021
	United States v. M & D Masonry	10	ОСАНО	1215	2014
PENALTIES					
Size of Business Is A Factor in Assessment of the Po	enalty				
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
Social Security Mismatch Does Not Establish That a	Particular Individual is Unauthorized for Employment				
	United States v. SKZ Harvesting, Inc.	11	ОСАНО	1266	2016
Statute Does Not Prohibit Consideration of Unenum	erated Factors				
	United States v. Clean Sweep Janitor Service	11	ОСАНО	1226	2014

Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017
United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017

PENALTIES

Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors

United States v. Dr. Robert Schaus, D.D.S.	11 OCAHO 1239 2014
United States v. Durable, Inc.	11 OCAHO 1231 2014
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11 OCAHO 1258 2015
United States v. Homestead Metal Recycling Corp.	11 OCAHO 1251 2015
United States v. Intelli Transport Services, Inc.	13 OCAHO 1319 2019
United States v. Liberty Packaging, Inc.	11 OCAHO 1245 2015
United States v. Mott Thoroughbred Stables, Inc.	11 OCAHO 1233 2014
United States v. Romans Racing Stables, Inc.	11 OCAHO 1230 2014

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

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

PENALTIES

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

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO 1244	2015
United States v. Clean Sweep Janitor Service	11 OCAHO 1226	2014
United States v. Romans Racing Stables, Inc.	11 OCAHO 1230	2014
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO 1243	2015

Statute Does Not Rule Out Consideration of Unenumerated Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	ОСАНО	1244	2015
United States v. Homestead Metal Recycling Corp.	11	ОСАНО	1251	2015
United States v. Liberty Packaging, Inc.	11	ОСАНО	1245	2015
United States v. Mott Thoroughbred Stables, Inc.	11	ОСАНО	1233	2014
United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015

12 OCAHO 1293

2016

Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation							
PENALTIES	United States v. Muniz Concrete & Contracting, Inc.	12 OCAHO 1278 2016					
Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ							
	United States v. Foothill Packing, Inc. United States v. Jalisco's Bar and Grill, Inc.	11 OCAHO 1240 2015 11 OCAHO 1224 2014					
Suspicion Alone is Insufficient to Aggravate Pa	aperwork Penalty Based On Unauthorized Workers						
	United States v. 3679 Commerce Place, Inc.	12 OCAHO 1296 2017					

United States v. Pegasus Family Restaurant, Inc.

Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens

IUPICAL INDEX			00/1//2	.021			
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	ОСАНО	1307	2017		
PENALTIES							
There Is No Sole Permissible Method for Calculatin	g Penalties						
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017		
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020		
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017		
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016		
	United States v. Speedy Gonzalez Construction, Inc.	11	ОСАНО	1243	2015		
There Must Be Rational Relationship Between Magnitude of Offense and Penalty							
	United States v. Safe-Air of Illinois, Inc.	12	ОСАНО	1270	2016		

Under Section 1324, ALJ Must Impose Penalty for Each Document for Which a Violation is Found

TOPICAL INDEX			06/17/2	2021
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
PENALTIES				
Under Section 1324c, Government's Requested Penalty May Be Adopted If It Is Reasonable				
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349a	2020
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum				
United States v. Durable, Inc.	11	ОСАНО	1231	2014
Weight of Each Statutory Factor Depends on Facts of Each Case				
United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355a	2020
United States v. Executive Cleaning Services of Long Island, Ltd.	13	ОСАНО	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020

	TOPICAL INDEX			00/1//20	021	
	United States v. Metropolitan Enterprises, Inc.	12	ОСАНО	1297	2017	
	United States v. Pegasus Family Restaurant, Inc.	12	ОСАНО	1293	2016	
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020	
PENALTIES						
Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty						
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016	
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016	
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016	
	United States v. Keegan Varitey, LLC	11	ОСАНО	1238	2014	
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016	
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016	
PERSONS PROTECTED						
5/10 Year Rule						
	Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО	607	1994	

Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	ОСАНО	726	1995
Wartan Bozoghlanian v. Hughes Radar Systems Group	5	ОСАНО	741	1995
Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	ОСАНО	711	1994
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	ОСАНО	653	1994
Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	549	1993
Esther Din Brooks v. KNK Textile	3	ОСАНО	545	1993
	3	ОСАНО	528	1993
Mr. Doron Tal v. M. L. Energia, Inc.	3	ОСАНО	519	1993
Nripendra S. Dhillon v. Regents of the University of California	3	ОСАНО	497	1993
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО	624	1994
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989

PERSONS PROTECTED

Alien(s)

Generally

06/17/2021 TOPICAL INDEX

1 OCAHO 77

1989

PERSONS PROTECTED

Asyl	lees
1 1 5 y 1	CCS

Asylees				
	Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	OCAHO 886	0 1996
Citizen(s)				
	Daniel Bendig v. Conoco, Inc.	9	OCAHO 10	65 2001
	Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	OCAHO 54	8 1993
	Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	OCAHO 203	3 1990
	Esther Din Brooks v. KNK Textile	3	OCAHO 54:	5 1993
	Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	OCAHO 192	2 1990
	Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO 189	9 1990
	Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO 10	81 2002
	Marian Ryba v. Temple Steel Company	1	OCAHO 289	9 1991

Sargon Bethishou v. Ohmite Manufacturing Company

	TOTTOTIE IT (DE)T				
	United States v. Harris Ranch Beef Company	2	ОСАНО	335	1991
	United States v. Marcel Watch Corporation	1	ОСАНО	143	1990
	United States v. Mesa Airlines	1	ОСАНО	74	1989
		1	ОСАНО	74	1989
	United States v. Southwest Marine Corporation, a California Corporation	2	ОСАНО	400	1989
PERSONS PROTECTED					
Complainant Must Be Protected Individual at Time of	of Alleged Citizenship Status Discrimination Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
Derivative Citizen	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020

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

PERSONS PROTECTED

Generally

Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
Arnulfo Medina v. Bend-Pack, Inc.	5	ОСАНО	791	1995
Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center	3	ОСАНО	515	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	ОСАНО	406	1992
Cecilia Araceli Basua v. Walmart #1554	3	ОСАНО	547	1993
	3	ОСАНО	549	1993
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	ОСАНО	568	1993
Esther Din Brooks v. KNK Textile	3	ОСАНО	545	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	484	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	ОСАНО	469	1992
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003

1 OCAHO 189

1990

Jesse Charles Jones v. DeWitt Nursing Home

Juan Antonio Cardona Godinez v. Armguard Security Patrol	3	OCAHO 490	1993
Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)	3	OCAHO 508	1993
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	OCAHO 438	1992
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO 619	1994
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO 519	1993
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO 497	1993
Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital	3	OCAHO 516	1993
United States v. Auburn University	3	OCAHO 564	1993
United States v. Guardsmark	3	OCAHO 572	1993
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 861	1996
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO 748	1995
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO 429	1992

PERSONS PROTECTED

H-1B Visa Holders

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1093 2003

PERSONS PROTECTED

Individual Not Protected If He/She Fails to Apply for Naturalization w/in 6 Months of Eligibility						
	Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	ОСАНО	1203	2013	
	Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018	
Naturalization Applicant, Declaration not Completed						
U.S. Born Citizen						
	United States v. Mesa Airlines	1	ОСАНО	74	1989	
		1	ОСАНО	74	1989	
Naturalized						
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994	
	United States v. Marcel Watch Corporation	1	ОСАНО	143	1990	

PERSONS PROTECTED

OCAHO Has No Jurisdiction Over National Origin	Claims Against Employers With 15 or More Employees				
	Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Permanent Resident					
	Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante	7	ОСАНО	970	1997
	Loleitha Atheria Wilson v. Waste Connections, Inc.	13	ОСАНО	1315	2019
	Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994
Retaliation					
	Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
	Drahomira Adame v. Dunkin Donuts	4	ОСАНО	691	1994

	TOPICAL INDEX		00/17/2	.021
	Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO 837	1996
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 626	1994
	Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО 1130	2009
	United States v. Hotel Martha Washington Corporation	5	OCAHO 786	1995
PERSONS PROTECTED				
Temporary Protected Status (TPS)				
	Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 612	1994
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO 1085	2002
U.S. Born Citizen				
	Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 595	1994
	Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO 1081	2002
	Stephen A. Lewis v. Ogden Services	2	OCAHO 375	1991
	United States v. McDonnell Douglas Corporation	2	OCAHO 351	1991

PERSONS PROTECTED

Who Qualifies as a Protected Individual for Citizenship Status Discrimination

	Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
PLEA AGREEMENTS					
Collateral Attack					
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003
C 11					
Generally					
	United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	ОСАНО	1092	2003

PLEADINGS

After An Answer Has Been Filed, Complainant Must Request Leave to Amend the Complaint

	TOPICAL INDEX			06/17//2	2021
	United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020
PLEADINGS					
Allegations Not Plead in Complaint Not Considered					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Amended Complaint					
	United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020
	United States v. La Parisienne Bakery, LLC	15	ОСАНО	1390	2021
Amendment(s)					
	Ba v. Wal-Mart Store 1199	10	ОСАНО	1163	2012
	Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	ОСАНО	496	1993
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003

Howard Eugene McNier v. San Francisco State University College of Business	8	ОСАНО	1030	1999
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	ОСАНО	1018	1998
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	ОСАНО	438	1992
Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
United States v. Creation & Innovation	3	ОСАНО	527	1993
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020
United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
United States v. Harris Ranch Beef Company	2	ОСАНО	338	1991
United States v. McDonnell Douglas Corporation	2	ОСАНО	351	1991
United States v. Northwest Airlines, Inc.	3	ОСАНО	408	1992
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020
United States v. Sunshine Building Maintenance, Inc.	7	ОСАНО	997	1998
Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018

PLEADINGS

Amendments To Pleadings May Be Made Only Before Issuance of Final Order

Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018
Answer				
Adolfo Cruz Deguzman v. First America Bank Corporation	3	ОСАНО	585	1993
Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	539	1993
Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	136	1990
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	322	1991
Jorge Pugliese v. Auto-Grafica Corporation	5	ОСАНО	820	1995
Mr. Doron Tal v. M. L. Energia, Inc.	3	ОСАНО	519	1993
Ramiro A. Villalobos v. Roumiguiere Vineyards	4	ОСАНО	630	1994
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	ОСАНО	1341	2020

06/17/2021 TOPICAL INDEX

	United States v. Gregorio Alabada Makilan	4	ОСАНО	610	1994
	United States v. Hardeep Singh	3	ОСАНО	520	1993
	United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
	United States v. Martina Limon-Perez	5	ОСАНО	796	1995
	United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	ОСАНО	473	1992
	United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
PLEADINGS					
Complainant Not Required to Plead Facts of Prima Fac					
	Loola Buanch y Dyona Columnach ay	1.4	ОСАНО	1250	2020
	Leola Branch v. Duong Schumacher	14	ОСАПО	1336	2020
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016
	Terri Ann Jablonski v. Yorkson Legal, et al.	12	ОСАНО	1273	2016
	Terri Ann Jablonski v. Yorkson Legal, et al.	12	ОСАНО	1273	2016
	Terri Ann Jablonski v. Yorkson Legal, et al.	12	ОСАНО	1273	2016
Complaint	Terri Ann Jablonski v. Yorkson Legal, et al.	12	ОСАНО	1273	2016
Complaint	Terri Ann Jablonski v. Yorkson Legal, et al. Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	ОСАНО ОСАНО		20161993

Crecencio Cabrera Mendez v. Jim Daniels	2	ОСАНО	374	1991
Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	ОСАНО	548	1993
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	ОСАНО	203	1990
Elodia Guzman v. Yakima Fruit & Cold Storage	9	ОСАНО	1066	2001
	9	ОСАНО	1066	2001
Emil Anis Halim v. Accu-Labs Research, Inc.	3	ОСАНО	474	1992
Esther Din Brooks v. Watts Window World	3	ОСАНО	501	1993
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	ОСАНО	943	1997
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	ОСАНО	539	1993
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	324	1991
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	ОСАНО	537	1993
John C. Grodzki v. OOCL, Inc.	1	ОСАНО	295	1991
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	322	1991
Juan J. Salcido v. New-Way Pork Company	3	ОСАНО	425	1992
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	ОСАНО	438	1992
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	ОСАНО	107	1989
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996

Stephen A. Lewis v. McDonald's Corporation	2	ОСАНО	383	1991
Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996
United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020
United States v. Marcos Iniguez-Casillas	6	ОСАНО	870	1996
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Oscar Eduardo Villatoro-Guzman	3	ОСАНО	540	1993
Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997

PLEADINGS

Documents Attached to Complaint Considered Part of Complaint

A.S. v. Neiman Marcus Group

13 OCAHO 1323 2020

TOPICAL INDEX				06/17/2021					
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021				
	PLEADINGS								
Even Under Liberal Pleading Standards, Claims Lacking Adequate Basis Must Be Dismissed									
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016				
	Excusable Neglect								
	D'Amico v. Erie Community College	7	ОСАНО	927	1997				
	Failure to Respond								
	Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	628	1994				
	United States v. Cordin Company	10	ОСАНО	1162	2012				

Failure to State With Specificity Basis of Allegations in Complaint

Failure to State With Specificity Basis of Allegations	in Complaint				
	United States v. Garcia-Guaneros	13	ОСАНО	1334	2020
	United States v. Super 8 Motel & Villella Italian Restaurant	10	ОСАНО	1191	2013
PLEADINGS					
Form of Generally	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
	Crecencio Cabrera Mendez v. Jim Daniels Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	2	ОСАНО ОСАНО		1991 1994
	Sergio Flores Ortiz v. Moll-Tex Broadcasting Company	3	ОСАНО		1992
	United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
	United States v. Diamond Construction, Inc.	3	ОСАНО	456	1992
	United States v. Feliciano Leon-Gutierrez	6	ОСАНО	875	1996

United States v. Hardeep Singh	3	OCAHO 5	520 1	1993
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 4	199 1	1993
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO 7	712 1	1994
United States v. Noel Plastering & Stucco, Inc.	2	осано з	396 1	1991
United States v. Oscar Eduardo Villatoro-Guzman	3	OCAHO 5	540 1	1993
United States v. Split Rail Fence Company, Inc.	10	OCAHO 1	1181 2	2013
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	осано з	533 1	1993
United States v. Workrite Uniform Company, Inc.	5	OCAHO 7	736	1995
United States v. Zeferino Castillo, Individually	3	OCAHO 5	505 1	1993
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО (508 1	1994

Issuance

PLEADINGS

Inadequate

Time Computation(s)

Galdino Casillas Garcia v. McCarron Electric Company	5	ОСАНО	747	1995			
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995			
PLEADINGS							
Judgment							
United States v. Chums Corporation	6	ОСАНО	842	1996			
	6	ОСАНО	842	1996			
United States v. Feliciano Leon-Gutierrez	6	ОСАНО	875	1996			
United States v. Gloria Fashions, Inc.	6	ОСАНО	839	1996			
	6	ОСАНО	839	1996			
United States v. Harran Transportation Company, Inc.	6	ОСАНО	857	1996			
Lack of Specificity of Complaint Cannot be Raised Where No Discovery Sought							
United States v. Platinum Builders of Central Florida, Inc.	10	ОСАНО	1199	2013			

Leave To Amend							
	United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020		
PLEADINGS							
Leave To Amend Complaint							
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332b	2019		
		13	ОСАНО	1332	2019		
	United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	ОСАНО	1366	2020		
Leave To Amend Not Freely Granted Where Proposed Amendment Would Not Survive Motion to Dismiss							
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019		
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016		
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016		
	Symoth 1011	12	ОСАНО	1272	2016		
	Vieri Verdesi v. Ark Rustic Inn, LLC	13	ОСАНО	1311	2018		

06/17/2021 TOPICAL INDEX

12 OCAHO 1273

2016

PLEADINGS

•		. •		a · · · · · · · · · · · · · · · · · · ·	
Λ	AΩ	tı∩n	to	Strike	

Motion to Strike								
	United States v. David Jenkins United States v. LFW Dairy Corporation		ОСАНО	649	1994			
			ОСАНО	1129	2009			
	United States v. U.S. Style, Inc.	5	ОСАНО	793	1995			
Motion to Strike Affirmative Defenses								
	United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016			
Neither Detailed Fact Nor Evidence Pleading is Contemplated by OCAHO Rules								
	Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016			
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016			

Terri Ann Jablonski v. Yorkson Legal, et al.

PLEADINGS

OCAHO Does Not Demand the "Plausibility" Pleading Standard Required in Federal Courts

Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020

OCAHO Does Not Require Complainants to Present Evidence at the Pleading Stage

United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM) 13 OCAHO 1333 2020

Party May Amend Complaint Once As A Matter of Course Before A Responsive Pleading Is Served

United States v. La Parisienne Bakery, LLC 15 OCAHO 1390 2021

Party Seeking to File Supplemental Response Must Demonstrate Good Cause

Tarty Seeking to The Supplemental Response Music Benionstrate Good Cause							
	Ravi Sharma v. Lattice Semiconductor	14	ОСАНО	1362	2021		
PLEADINGS							
Pleading Standard in OCAHO Cases							
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020		
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020		
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021		
	United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	ОСАНО	1333	2020		
	United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020		
Representation							
	Jose E. Birisno Briceno-Briceno v. Farmco Farms	4	ОСАНО	629	1994		

Section 1324b Complaint Must Contain Factual Allegations That Give Rise to Inference of Discrimination

Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC	12	ОСАНО	1302	2017
Steven Brown, et al. v. Pilgrims Pride Corporation	14	ОСАНО	1379	2020
Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016
Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI	12	ОСАНО	1272	2016
Symool Kill	12	ОСАНО	1272	2016

PLEADINGS

Service

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 645	1994
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO 1018	1998
James R. Cook v. Pro Source, Inc.	7	OCAHO 960	1997
Sanford J. Strauss v. Rite Aid Corporation	4	OCAHO 721	1994

Speculation and Hypotheses Cannot Substitute Facts and Complaint Must Contain Well-Pleaded Facts

Speculation and Hypotheses Cannot Substitute Facts and Complaint Must Contain Well-Pleaded Facts						
		Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016
	PLEADINGS					
	Standard					
		United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013
	Summary Decision					
		Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
		Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
		Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
		United States v. IBP, Inc.	8	ОСАНО	1021	1999
		United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021

14 OCAHO 1371

2020

	IUPICAL INDEX			00/1//20	021
Supplemental					
CH	hand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	668	1994
Di	r. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1047	2000
PLEADINGS					
Time Computation(s)					
Time Computation(s)					
M	faria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	ОСАНО	438	1992
		3	ОСАНО	418	1992
Ro	oman Udala v. New York State Department of Education	4	ОСАНО	633	1994
T' 1'					
Timeliness					
D^{ϵ}	'Amico v. Erie Community College	7	ОСАНО	927	1997
$G\iota$	urpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Li	inda S. Walker v. United Airlines, Inc.	4	ОСАНО	664	1994

Sutatip Uthai Woods v. Philips North America, LLC

	TOPICAL INDEX			00/1//2	2021
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
	United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
PLEADINGS					
Translations					
		2	ogano	2.42	1001
	Jack Huang v. Queens Motel	2	ОСАНО	343	1991
Where Problem With Cause of Action is Substantive	, Repleading Would Be Futile				
	Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock	12	ОСАНО	1272	2016
	Symbol RHI		ОСАНО		2016
POLICY					
Generally					
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	510	1993
	Jack Huang v. Queens Motel	2	ОСАНО	364	1991

TOPICAL INDEX				00/17/2021				
	Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	322	1991			
	United States v. Noel Plastering & Stucco, Inc.	2	ОСАНО	377	1991			
		2	ОСАНО	396	1991			
PREEMPTION								
State Police Actions Related to the Employment Verification System Are Preempted by Federal Law								
	United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017			
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019			
		12	ОСАНО	1271	2016			
		12	ОСАНО	1271	2016			
		12	ОСАНО	1271	2016			
	United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016			
PREHEARING CONFERENCE								
Generally								
	United States v. Mushtaq Admed Chaudhry	3	ОСАНО	576	1993			

06/17/2021 TOPICAL INDEX

PREVAILING PARTY

Generally				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO 785	1995
	Eusebio Huesca v. Rojas Bakery	4	OCAHO 654	1994
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 755	1995
Prevailing Plaintiff Is Presumed To Be Entitled To	An Award of Attorney's Fees			
	John A. Breda v. Kindred Braintree Hospital, LLC	11	OCAHO 1225	2014
Prayailing Paspondent Awarded Fees Only If Com	plaint is Without Passonable Foundation in Law or Fact			
r revaining Respondent Awarded Fees Only II Com	plaint is Without Reasonable Foundation in Law or Fact			
	John A. Breda v. Kindred Braintree Hospital, LLC	11	OCAHO 1225	2014

With Prejudice					
	Eusebio Huesca v. Rojas Bakery	4	ОСАНО	654	1994
PRIVATE RIGHT OF ACTION					
Employer Sanctions					
	Juan Manuel Alamprese v. MNSH, Inc.	9	ОСАНО	1094	2003
Generally					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1082	2002
	Jenun John Asien v. PMC - Sierra, Inc.	9	OCAHO	1083	2002
No Private Right of Action to Bring a Document Fr	and Claim Under Section 1324c				
No Trivate Right of Action to Bring a Document Tr	add Claim Onder Section 13240				
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020

Statute Does Not Authorize Private Individuals to File Complaints Alleging Section 1324a Violations

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
	12	ОСАНО	1305b	2018

PRIVILEGE CLAIM

Asserting Party Bears Burden of Establishing Privilege

Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1
United States v. Capital Fireproof Door	14	ОСАНО	1372	2020
United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016

Attorney-Client Privilege

TOPICAL INDEX 06/17/2021 Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324 Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019 Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019 United States v. Capital Fireproof Door 14 OCAHO 1372 2020 PRIVILEGE CLAIM Attorney-Client Privilege Does Not Protect Facts and Should Be Narrowly Construed Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019 Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019 Attorney-Client Privilege Protects Substance of Communications, Not Mere Fact of Communications Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

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	ОСАНО	1285a	2018	
		12	ОСАНО	1285	2016	
PRIVILEGE CLAIM						
Common Interest Privilege						
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019	
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019	
Conclusory/Boilerplate Objections Fail to Meet Burden of Establishing Privilege						
	United States v. Durable, Inc.	11	ОСАНО	1221	2014	
Discovery						
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002	

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Rose Acre Farms, Inc.	12	ОСАНО	1285a	2018
	12	ОСАНО	1285	2016

PRIVILEGE CLAIM

Fifth Amendment

United States v. Alberto Noriega-Perez	5	OCAHO 777	1995
United States v. David Jenkins	5	OCAHO 743	1995
United States v. David Segura-Sataray	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

Generally						
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002	
		9	ОСАНО	1084	2002	
	United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	ОСАНО	644	1994	
PRIVILEGE CLAIM						
Law Enforcement Privilege						
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020	
Party Withholding Documents Based on Privilege Must Complete Privilege Log						
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020	

Privilege Is Waived When Protected Materials Are Disclosed

	TOPICAL INDEX			06/17/2	2021		
	Dave O'Brian Tingling v. City of Richmond, VA	13	ОСАНО	1324	1		
	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020		
PRIVILEGE CLAIM							
To Invoke Common Interest Privilege, Party Must Establish That Attorney-Client Privilege Applies							
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019		
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019		
Work Product Privilege	United States v. Capital Fireproof Door	14	ОСАНО	1372	2020		
PRO SE							
Abandonment							

Adolfo Cruz Deguzman v. First America Bank Corporation

Arnulfo Medina v. Bend-Pack, Inc.

3 OCAHO 585

5 OCAHO 791

1993

1995

TOTICALINDEX				
Esther Din Brooks v. Watts Window World	3	ОСАНО	570	1993
Martin A. Holguin v. Dona Ana Fashions	4	ОСАНО	605	1994
Tito Ponce Chavez v. National By-Products	4	ОСАНО	620	1994
United States v. Mushtaq Admed Chaudhry	3	ОСАНО	576	1993
Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	ОСАНО	1121	2006
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jose Jasso v. Danbury Hilton & Towers	3	ОСАНО	566	1993
Maria Fuentes v. Grace Culinary Systems	6	ОСАНО	873	1996
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1050	2000

PRO SE

Attorney Fees

Citizenship Status Discrimination

	TOPICAL INDEX			06/1//20	021
	Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	ОСАНО	612	1994
PRO SE					
Default Judgment					
	United States v. Alliance Construction, Inc.	7	ОСАНО	983	1998
Documents Filed by Pro Se Parties May Be Construe	d Liberally				
	Robert Heath v. Optnation and an Anonymous Employer	14	ОСАНО	1374a	2021
	United States v. Advanced Digital Solutions International, Inc.	14	ОСАНО	1383	2020
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
Equitable Tolling					
	Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018

9 OCAHO 1097

3 OCAHO 588

OCAHO 576

2003

1993

1993

PRO SE

Ex Parte Communication(s)

	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. Frederick John Harris v. State of Hawaii, Department of Education	15 6	ОСАНО 1388 ОСАНО 922	2021 1997
Generally				
	Eusebio Huesca v. Rojas Bakery	4	OCAHO 654	1994
	Florinda Kattan v. Union League Club of Chicago	3	OCAHO 586	1993

Guy Santiglia v. Sun Microsystems, Inc.

United States v. Mushtaq Admed Chaudhry

United States v. Mushtaq Ahmed Chaudhry

Government Should Comply With the Law In Good Faith, Especially When Dealing With Pro Se Party Translation(s)

	IOPICAL INDEX			00/1//2	2021
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
		11	ОСАНО	1217	2014
PRO SE					
Pro Se Complaints May Be Construed Liberally					
	Alex J. Montalvo v. Kering Americas, Inc.	14	ОСАНО	1350	2020
	Leola Branch v. Duong Schumacher	14	ОСАНО	1358	2020
Pro Se Motions May Be Construed Liberally					
	Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

Service						
	Martin A. Holguin v. Dona Ana Fashions	4	ОСАНО	605	1994	
PRO SE						
Summary Decision						
Duty to Provide Notice	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002	
To Invoke Common Interest Privilege, Party Must Establish That Attorney-Client Privilege Applies						
	Kevin Raffay v. Western Digital	10	ОСАНО	1159	2012	
PROTECTIVE ORDER						
ALJ Has No Authority to Issue Order Protecting Party From Harassment Unrelated to Discovery						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020	

ALJ May Issue Protective Order Upon Showing of Good Cause

Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
United States v. Chancery Staffing Solutions, LLC et al.	13	ОСАНО	1326a	2019
	13	ОСАНО	1326	2019
United States v. Durable, Inc.	11	ОСАНО	1221	2014
United States v. Facebook, Inc.	14	ОСАНО	1386a	2021

PROTECTIVE ORDER

ALJ's Authority Is Limited to Issuing Protective Orders Regarding Discovery-Related Matters

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
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Amending or Dissolving a Protective Order

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

PROTECTIVE ORDER

Certification((s)
Columbia	,

Certification(s)					
	United States v. Guardsmark	4	ОСАНО	614	1994
Discovery					
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1084	2002
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
		13	ОСАНО	1332e	2020
	United States v. Chancery Staffing Solutions, LLC et al.	13	ОСАНО	1326a	2019
		13	ОСАНО	1326	2019
	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021
		14	ОСАНО	1386a	2021
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО	1079	2002

PROTECTIVE ORDER

Ex Parte Communication(s)

Ex 1 at te Communication(s)				
	United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	ОСАНО 1079	2002
Generally				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 635	1994
	In re Investigation of ABM Industries, Subpoena	5	OCAHO 763	1995
	In re Investigation of Conoco, Inc., Subpoena	8	OCAHO 1049	2000
	Leonid Naginsky v. Department of Defense	5	OCAHO 813	1995
	Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO 639	1994
	United States v. Agripac, Inc.	8	OCAHO 1017	1998
	United States v. Guardsmark	4	OCAHO 614	1994

It Is Unusual To Prohibit the Taking of a Deposition Absent Extraordinary Circumstances

	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020			
PROTECTIVE ORDER								
Limit on Temporal Scope of Discovery Allowed Where Request is Overly Broad/Unduly Burdensome								
	United States v. Durable, Inc.	11	ОСАНО	1221	2014			
Order Denying Motion for a Protective Order								
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020			
	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021			
		14	ОСАНО	1386a	2021			
Party Seeking Protective Order Has Burden of Showing Good Cause								
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2020			

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
United States v. Chancery Staffing Solutions, LLC et al.	13	ОСАНО	1326a	2019
	13	ОСАНО	1326	2019
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014
United States v. Facebook, Inc.	14	ОСАНО	1386a	2021
	14	ОСАНО	1386a	2021

PROTECTIVE ORDER

Showing of Good Cause Must Be Based on Particular and Specific Demonstration of Fact

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020
United States v. Chancery Staffing Solutions, LLC et al.	13	ОСАНО	1326a	2019
	13	ОСАНО	1326	2019
United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1234	2014
United States v. Facebook, Inc.	14	ОСАНО	1386a	2021

Stay of Discovery	y Is Not Automatic Pending a Motion to Dismiss
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Stay of Discovery Is Not Automatic Pending a Motion to Dismiss							
PROTECTIVE ORDER	United States v. Facebook, Inc.	14	ОСАНО	1386a	2021		
Stipulation							
	United States v. Agripac, Inc.	8	ОСАНО	1017	1998		
The Standard for Issuance of a Protective Order Is High							
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332e	2020		
RECRUITMENT							
Generally							
	Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010		
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005		

	United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО 7	760	1995
		5	OCAHO 7	760	1995
RECUSAL					
Generally					
	Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO 1	1104	2004
	Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO 1	1034	1999
	United States v. Mushtaq Ahmed Chaudhry	4	OCAHO 6	566	1994
	William S. Monda v. Staryhab, Inc.	8	OCAHO 1	1002	1998
REGULATIONS					
5/10 Year Rule					
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 6	507	1994
	Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO 6	553	1994

Cause of Action

REGULATIONS	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 635	1994
Charge	Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO 648	1994
Complaint	Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO 648	1994
Contents of a Charge Under Section 1324b	Temitope Ogunrinu v. Law Resources	13	ОСАНО 1332	2019

Definition of Independent Contractors

	United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services	11	OCAHO 1257	2015
REGULATIONS				
Employer(s)				
	Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO 1115	2005
Factors to Consider in Determining Whether and Inc	dividual Is An Independent Contractor			
	United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services	11	ОСАНО 1257	2015
Generally				
	Audrey Murtano v. C. R. England, Inc.	9	ОСАНО 1116	2005
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO 635	1994

Florinda Kattan v. Union League Club of Chicago	3	OCAHO 586	1993
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 156	1990
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO 569	1993
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 450	1992
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO 1095	2003
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 499	1993
United States v. Northwest Airlines, Inc.	3	OCAHO 452	1992
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO 445	1992
Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO 593	1994
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО 1095	2003

REGULATIONS

Hearing(s)

Interim Rule(s)

4 OCAHO 596

1994

REGULATIONS

OCAHO Is Guided by IER's Regulations in Determining What Constitutes a Charge						
	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017	
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018	
		12	ОСАНО	1305b	2018	
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018	
Office of the Chief Administrative Hearing Officer	Michael Williamson v. Autorama, Inc.	1	ОСАНО	174	1990	
Settlement						
	United States v. California Mantel, Inc.	10	ОСАНО	1168	2013	

United States v. Torres Mexican Food, Inc.

REGULATIONS

Statute of Limitations					
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995
Timeliness					
	Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
	United States v. Performance Printing Corporation	5	ОСАНО	779	1995
REHIRE					
Generally					
	United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011

REMANDS

Case Remanded to ALJ for Reassessment of Fine

	TOPICAL INDEX			06/17/2021			
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014		
REMANDS							
Case Remanded to	ALJ for Reassessment of Fine Based on Error of Fact and Law						
Acceptable							
1	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014		
		11	ОСАНО	1217	2014		
Case Remanded to	ALJ Where Penalty Based on Erroneous Inference						
	United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1223	2014		
Generally							
		_		•••	100:		
	United States v. ABC Roofing & Waterproofing, Inc.		ОСАНО		1991		
		2	ОСАНО	358	1991		
	United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	2	ОСАНО	389	1991		

REMEDIES

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

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	ОСАНО	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	ОСАНО	1224	2014		
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	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

TOPICAL INDEX				00/1//2021				
	United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	ОСАНО	1256	2015			
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014			
REPRESENTATION								
A Non-Attorney May Represent a Party in OCAHO I	Proceedings Only Upon Approval by the ALJ							
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019			
Attorney Representing Private Party and Appearing o	on Filings Must File Notice of Appearance							
	United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	ОСАНО	1246	2015			
Class Action								
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003			
	Jose E. Birisno Briceno-Briceno v. Farmco Farms	4	ОСАНО	629	1994			
	Terrence McCaffrey v. LSI Logic Corporation	6	ОСАНО	867	1996			

REPRESENTATION

Generally

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
Alexsandr Yakubson v. Effective Security	6	ОСАНО	858	1996
Lee v. AT&T	7	ОСАНО	924	1997
Michael K. Lee v. Airtouch Communications	6	ОСАНО	888	1996
United States v. Esther Flores-Martinez	4	ОСАНО	713	1994
United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
United States v. Nancy Mubarki	5	ОСАНО	816	1995

Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness

Acceptable

United States v. Crescent City Meat Company, Inc.	11	ОСАНО	1217	2014
	11	ОСАНО	1217	2014

REPRESENTATION

Lay or Non-Attorney Representation					
	Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	ОСАНО	1121	2006
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003
Lay Representation					
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
	Lee v. AT&T	7	ОСАНО	924	1997
Non-Attorney					
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
	United States v. Chen Wilmington, Inc.		ОСАНО		2015
	United States v. Mushtaq Ahmed Chaudhry	4	ОСАНО	666	1994

REPRESENTATION

OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO						
	United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015	
OCAHO Rules Explicitly Allow for Representation E	sy a Non-Attorney Under Certain Circumstances					
	United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015	
Pro Se						
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019	
	Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	ОСАНО	1121	2006	
	Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1097	2003	
	Kevin Raffay v. Western Digital	10	ОСАНО	1159	2012	
	United States v. Mushtaq Ahmed Chaudhry	3	ОСАНО	588	1993	

REPRESENTATION

Request for a Hearing				
	United States v. Esther Flores-Martinez	4	OCAHO 647	1994
Tax Protester				
	Lee v. AT&T	7	OCAHO 924	1997
Withdrawal				
	United States v. Esther Flores-Martinez	4	OCAHO 647	1994
		4	OCAHO 682	1994
	United States v. Maria Celia Aispuro-Nunez	5	OCAHO 745	1995
	United States v. Renato Parondo Jaque	6	OCAHO 823	1995
		6	OCAHO 823	1995

TOPICAL INDEX			06/17/20	121
United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	OCAHO 1	1312a	2018
United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	OCAHO 1	1312	2018
United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	OCAHO 1	1312	2018
REQUEST FOR HEARING				
Appearance United States v. Green Plaza, Inc.	4	ОСАНО 6	518	1994
Generally				
United States v. David Day d/b/a David Day Masonry	3	OCAHO 5	553	1993
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO 4	179	1992
United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway	3	OCAHO 4	185	1993

Hearing Unnecessary Where No Genuine Issue of Material Fact is in Dispute

TOPICAL INDEX	06/17/2021
---------------	------------

TOPICAL INDEX				06/17/20)21
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	OCAH	O 12	276	2016
	United States v. Keegan Varitey, LLC 1	ОСАН	O 12	238	2014
REQUEST FOR HEARING					
Statute Aimed At All Employers, Not Just Traffickers	or Those Who Hire Unauthorized Workers				
	United States v. Employer Solutions Staffing Group II, LLC 1	ОСАН	O 12	242	2015
REQUESTS FOR RELIEF					
Form of					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	OCAH	O 13	370b	2021
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	осан	O 13	388	2021
	Jenlih John Hsieh v. PMC - Sierra, Inc.	ОСАН	O 10	089	2003
RES JUDICATA					
Doesn't Apply if Cause of Action is Different Than In	Earlier Case				
	United States v. Split Rail Fence Company, Inc. 1	ОСАН	O 12	216	2015

	United States v. Split Rail Fence Company, Inc.	11	ОСАНО	1216	2014
RES JUDICATA					
Generally					
	Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1047	2000
	United States v. Alberto Noriega-Perez	6	ОСАНО	859	1996
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
Inapplicable to IRCA Proceeding Initiated After Earlie	er Criminal Charges Had Been Dismissed				
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021
Issues Are Not the Same Where Second Action Involv			001110	1264	2015
	Victor Guerrero v. California Department of Corrections and Rehabilitation	11	OCAHO	1264	2015

RES JUDICATA

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

United States v. Split Rail Fence Company, Inc.	11	OCAHO	1216	2015
	11	ОСАНО	1216	2014

RETALIATION

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

R.O. v. Crossmark, Inc.	11 OCAHO 1236	2014
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Amount of Time Between Protected Activity and Retaliatory Event May Be Relevant to Causation

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Based on Filing a Charge With OSC

TOPICAL INDEX		06/1//2021			
	John A. Breda v. Kindred Braintree Hospital, LLC	10	ОСАНО	1202	2013
RETALIATION					
Causation Requires a Showing that the Decisionma	sker Knew of the Employee's Protected Activity				
	Armando Huberth Crespo v. FAMSA, Inc.	13 (ОСАНО	1337	2019
		13 (ОСАНО	1337	2019
	Linda Chellouf v. Inter American University of Puerto Rico	12 (ОСАНО	1269	2016
	Manikandan Sivasankar v. Strategic Staffing Solutions	14 (ОСАНО	1354	2020
	R.O. v. Crossmark, Inc.	11 (ОСАНО	1236	2014
Cause of Action					
	Kevin Raffay v. Western Digital	10	ОСАНО	1159	2012

Cease and Desist

TOPICAL INDEX			00/1//20	12.1
United States v. Hotel Marth	na Washington Corporation 5	ОСАНО	786	1995
RETALIATION				
Claims of Retaliation for Engaging in Union Activity Must Be Pursued in a Different	nt Forum			
Walter Oswaldo Paz-Martin	ez v. Securitas Security Services USA, Inc. 11	ОСАНО	1260	2015
Complaining About Sexual Harassment Is Not Protected Activity Within the Mean	ing of Section 1324b			
Walter Oswaldo Paz-Martin	ez v. Securitas Security Services USA, Inc. 11	ОСАНО	1260	2015
Counterclaim May Be Considered Retaliatory if it is Objectively Baseless				
John A. Breda v. Kindred Br	raintree Hospital, LLC 10	ОСАНО	1202	2013

Each Discrete Retaliatory Action Starts a New Clock For Filing a Charge With IER

	TOTTETILLIVEEN				
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
RETALIATION					
Employer Has Burden of Production in Stating Non-	Discriminatory Reason for Employment Action				
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
	R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
Evidence of Pretext Must Be Specific and Substantia	al Control of the Con				
	R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
Filing Complaint With USCIS for Conduct in Adjust	tment of Status Interview Not Protected Activity				
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353a	2020

Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)			
RETALIATION	Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10 OCAHO 1212 2014	
Filing With EEOC Is Not Protected Activity Under	Section 1324b(a)(5)		
	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13 OCAHO 1306a 2018	
		13 OCAHO 1306 2017	
	Nicasio Angulo v. Securitas Security Services USA, Inc.	11 OCAHO 1259 2015	
Generalized Complaints About Employing Undocu	mented Workers Isn't Protected Under Section 1324b		
	R.O. v. Crossmark, Inc.	11 OCAHO 1236 2014	
	Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10 OCAHO 1212 2014	

Generally

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	668	1994
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	ОСАНО	1124	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
Jimmy Jack Jackai v. Dallas County Data Services	3	ОСАНО	569	1993
Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	ОСАНО	837	1996
Jose N. Hernandez v. City of Santa Ana	4	ОСАНО	674	1994
	4	ОСАНО	663	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	661	1994
Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	ОСАНО	778	1995
United States v. Great Earth Companies, Inc.	9	ОСАНО	1070	2001

RETALIATION

Jurisdiction

Benjamin A. K. Yohan v. Central State Hospital	4	ОСАНО	593	1994
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	ОСАНО	764	1995
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
	4	ОСАНО	691	1994
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	7	ОСАНО	947	1997
	7	ОСАНО	947	1997
Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	14	ОСАНО	1353a	2020
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	ОСАНО	837	1996
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	626	1994
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	ОСАНО	675	1994
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
United States v. Zabala Vineyards	6	ОСАНО	844	1996

TOTICALIADEA			00.17.	
United States v. Zabala Vineyards	6	ОСАНО	844	1996
RETALIATION				
Legitimate, Nondiscriminatory Reason for Employment Decision				
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity				
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

Pretext May Be Shown by Proof That An Employer's Explanation is Unworthy of Credence

RETALIATION

Prima Facie Case

Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	ОСАНО	1300	2017
Frederick John Harris v. State of Hawaii, Department of Education	6	ОСАНО	922	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	ОСАНО	1124	2007
Jorge Mario Ipina v. Michigan Jobs Commission	8	ОСАНО	1036	1999
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009
R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997

DETALLATION	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
RETALIATION					
Prima Facie Case May Be Established by Direct or	Circumstantial Evidence				
	John A. Breda v. Kindred Braintree Hospital, LLC	10	ОСАНО	1202	2013
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Protected Activity					
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
	Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
	Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	ОСАНО	1187	2013
	Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
	R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
	Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

RETALIATION

Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b

Armando Huberth Crespo v. FAMSA, Inc.	13 OCAHO 1337 2019
	13 OCAHO 1337 2019
Jayaben Patel v. USCIS Boston	14 OCAHO 1353 2020
	14 OCAHO 1353a 2020
Linda Chellouf v. Inter American University of Puerto Rico	12 OCAHO 1269 2016
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10 OCAHO 1212 2014
Zaji Obatala Zajradhara	14 OCAHO 1363c 2021

Retaliation May Consist of Actions Not Directly Related to an Individual's Employment

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
John A. Breda v. Kindred Braintree Hospital, LLC	10	ОСАНО	1202	2013

Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals

Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014

RETALIATION

To Qualify as Protected Activity, Conduct Must Implicate Some Right Secured Under Section 1324b

Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019
Aurelio Galindo v. Smithfield Foods & Yuma County	14	ОСАНО	1369	2020
Jayaben Patel v. USCIS Boston	14	ОСАНО	1353a	2020
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015
Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
Terri Ann Jablonski v. Kelly Legal Services, et al.	12	ОСАНО	1282	2016
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015

RETALIATION

Linda Chellouf v. Inter American University of Puerto Rico	12 OCAHO 1269	2016
--	---------------	------

To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action

R.O. v. Crossmark. Inc.	11 OCAHO 1236 2014

REVERIFICATION

Employer's Duty

United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994
United States v. China Wok Restaurant, Inc., a Nebraska Corpora	tion 4	ОСАНО	608	1994

Generally

REVIEW

Generally

Zelleka Getahun v. DuPont Merck Pharmaceutical Company	8	OCAHO 1	1029	1999
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO 8	329	1995
United States v. Ebrahim Banafsheha	3	OCAHO 5	525	1993
	3	OCAHO 5	525	1993
United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	OCAHO 5	554	1993
n necis	3	OCAHO 5	554	1993
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	ОСАНО 6	596	1994
United States v. Kaday Musu Thoronka	5	OCAHO 7	772	1995
	5	OCAHO 7	772	1995
United States v. Landscapes By Susanna	3	OCAHO 5	556	1993
	3	OCAHO 5	556	1993
United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО 6	652	1994
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO 5	559	1993
	3	OCAHO 5	559	1993

REVIEW

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

United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
	12	ОСАНО	1271	2016
United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
United States v. M & D Masonry	10	ОСАНО	1215	2014

Review Limited to Issues Contained in the Request for Review

United States v. M & D Masonry 10 OCAHO 1215 2014

SANCTIONS

Abandonment

	United States v. Mushtaq Ahmed Chaudhry	4	ОСАНО	666	1994			
SANCTIONS								
Admission(s)								
	United States v. Alberto Noriega-Perez	5	ОСАНО	811	1995			
	United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	615	1994			
Admonishment of a Party for Misconduct								
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021			
ALJ May Exclude Parties From Proceedings for Unethical Conduct or Use of Dilatory Tactics								
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020			

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

Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	ОСАНО	1312a	2018
United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018
United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363	2020

SANCTIONS

Attorney Fees

Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	ОСАНО	1121	2006
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1091	2003
Michael K. Lee v. Airtouch Communications	7	ОСАНО	926	1997
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	ОСАНО	1332c	2020

SANCTIONS

Attorney Fees Not Permited as Sanction for Frivolous I	Filing						
	Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13 C	ОСАНО	1332c	2020		
Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order							
	Mike De Leon v. Longoria Farms/Martin Longoria	13 C	ОСАНО	1320a	2019		
	Mike De Leon, et al. v. Longoria Farms, et al.	13 C	ОСАНО	1320	2019		
	Victor B. Palma v. Alufase USA, LLC	10 C	ОСАНО	1213	2014		
Civil Money Penalty							
	United States v. New China Buffet Restaurant	10 C	ОСАНО	1133	2010		
i	United States v. The Beverly Center	5 C	ОСАНО	762	1995		

SANCTIONS

Denial of Request for Sanctions

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13 OCAH	O 1332d	2020
Zaji Obatala Zajradhara v. Gig Partners	14 OCAH	O 1363a	2020

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

Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	ОСАНО	1312a	2018
United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018
United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

	R.O. v. Crossmark, Inc.	11	ОСАНО	1236	2014
SANCTIONS					
Discovery Violation(s)					
	Iron Workers Local 455 v. Lake Construction & Development Corporation	7	ОСАНО	964	1997
	Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1091	2003
	Jose Proto Alcaraz v. General Motors Corporation	7	ОСАНО	962	1997
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994
	United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	ОСАНО	1312a	2018
	United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018
	United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	ОСАНО	1312	2018
	United States v. Westin Galleria & Westin Oaks Hotel	4	ОСАНО	701	1994
Dismissal of Claims as a Discovery Sanction					
	Mike De Leon v. Longoria Farms/Martin Longoria	13	ОСАНО	1320a	2019

	IUPICAL INDEX			00/1//2	2021
	Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019
SANCTIONS					
Ex Parte Communication(s)					
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО	1388	2021
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	645	1994
Exclusion of Representative					
	Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
	Lee v. AT&T	7	ОСАНО	924	1997
Generally					
	Aranka M. Palancz v. Cedars Medical Center	3	ОСАНО	443	1992
	Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	341	1991

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO 1091	2003
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 493	1993
Omar Egal v. Sears Roebuck & Company	3	OCAHO 442	1992
United States v. Alberto Noriega-Perez	5	OCAHO 811	1995
	5	OCAHO 798	1995
United States v. Armando Alvarez-Suarez	4	OCAHO 699	1994
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO 151	1990
United States v. David Day d/b/a David Day Masonry	3	OCAHO 553	1993
United States v. Diamond Construction, Inc.	3	OCAHO 451	1992
United States v. Ebrahim Banafsheha	3	OCAHO 525	1993
	3	OCAHO 525	1993
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	OCAHO 360	1991
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	OCAHO 119	1989
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO 479	1992
United States v. Manca Imports, Inc.	1	OCAHO 268	1990
United States v. McDonnell Douglas Corporation	2	OCAHO 351	1991
United States v. Mushtaq Ahmed Chaudhry	4	OCAHO 666	1994

	United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO 2	274	1990
		2	ОСАНО 3	303	1991
		1	OCAHO 2	274	1990
		1	OCAHO 2	202	1990
		2	ОСАНО 3	303	1991
	United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO 5	560	1993
	United States v. Roberto C. Davila	6	OCAHO 8	395	1996
	United States v. Scandia Interiors, Inc.	1	OCAHO 2	290	1991
	United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO 4	109	1992
		2	OCAHO 3	390	1991
	United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products	3	OCAHO 4	183	1993
	United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO 3	35	1988
m	ply With Discovery Order				

SANCTIONS

Monetary Sanction Not Permitted for Failure to Comply With Discovery Order

Mike De Leon v. Longoria Farms/Martin Longoria	13	OCAHO	1320a	2019
Mike De Leon, et al. v. Longoria Farms, et al.	13	ОСАНО	1320	2019

SANCTIONS

Monetary Sanctions Not Among Available Sanctions for Failure to Comply With Discovery Orders

Zaji Obatala Zajradhara v. GIG Partners	14 OCAHO 1363	2020
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14 OCAHO 1363a 2020

OCAHO ALJs May Not Impose Monetary Sanctions Like Those in the Federal Rules of Civil Procedure

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

OCAHO Rules Provide for Sanctions In a Number of Specific Circumstances

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

Party Misconduct May Warrant Adverse Credibility Finding

	TOPICAL INDEX			06/17/20	021
Alv	rin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	4 O	САНО	1370b	2021
SANCTIONS					
Penalties					
Uni	ited States v. Enrique Reyes d/b/a King's Produce 4	00	САНО	592	1994
Uni	ited States v. New China Buffet Restaurant 1	0 00	САНО	1133	2010
Sanction of Liability Appropriate For Bad Faith Refusal to	o Comply With Discovery Obligations				
Uni	ited States v. Technical Marine Maintenance and Gulf Coast Workforce 1	3 00	САНО	1312a	2018
	ited States v. Technical Marine Maintenance Texas, LLC and Gulf Coast 1 rkforce, LLC	3 00	САНО	1312	2018
Uni		3 00	САНО	1312	2018
Sanctions Are Not Available Based on Conduct That Occu	urred During Mediation				
Ten	nitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 1	3 00	САНО	1332d	2020

SEARCH AND SEIZURE

Affirmative Defense(s)				
	United States v. David Jenkins	5	OCAHO 743	1995
		4	OCAHO 649	1994
	United States v. Israel Velasquez-Tabir	6	OCAHO 872	1996
	United States v. Julio Carpio-Lingan	6	OCAHO 871	1996
Consent	United States v. David Jenkins	5	ОСАНО 743	1995
	United States v. Charo's Corporation d/b/a Charo's Restaurant	3	OCAHO 467	1992
	United States v. Israel Velasquez-Tabir	6	OCAHO 872	1996

TOPICAL INDEX	06/17/2021			
United States v. Julio Carpio-Lingan	6 OCAHO 871 1996			
United States v. Kuo Liu	1 OCAHO 235 1990			
SELECTIVE PROSECUTION				
Enforcement Priorities Are Within DHS Discretion Unless Prosecution is Based on Improper Grounds				
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020			
Generally				
United States v. Martin Palominos-Talavera	6 OCAHO 896 1996			
Party Must Make Prima Facie Showing Before It Is Entitled to a Hearing on Selective Prosecution				
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13 OCAHO 1338 2020			

Selective Prosecution/Enforcement Under 8 U.S.C. Section 1324a

Selective Prosecution/Enforcement Under 8 U.S.C. Section 1324a						
SERVICE OF PROCESS	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO 13	338	2020	
Abandonment						
	United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.	4	OCAHO 6	56	1994	
ALJ May Dismiss Complaint Without Prejudice Wh	nen Service of Complaint Cannot Be Effectuated					
	Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO 1	368a	2020	
	United States v. Emiliano Rios-Villatoro	14	OCAHO 1	364	2020	
All Documents Filed Must Be Accompanied By a Certificate of Service						
	Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	ОСАНО 13	388	2021	

SERVICE OF PROCESS	United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	ОСАНО	1265	2015
Certificate of Service					
	United States v. Silverado Stages, Inc.	10	ОСАНО	1185	2013
Dismissal					
Distribution	United States v. Mayfly Fashion, Inc.	6	ОСАНО	894	1996
Ex Parte Communication(s)					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	645	1994
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	854	1996
	United States v. Red Lobster	4	ОСАНО	631	1994

SERVICE OF PROCESS

Generally

Esther Din Brooks v. Watts Window World	3	OCAHO 570	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO 469	1992
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 136	1990
	1	OCAHO 214	1990
Martin A. Holguin v. Dona Ana Fashions	4	OCAHO 605	1994
Sanford J. Strauss v. Rite Aid Corporation	4	OCAHO 721	1994
Sellaro v. Elektra Records	3	OCAHO 461	1992
Stephen A. Lewis v. Ogden Services	2	OCAHO 384	1991
United States v. Ambrocio Morales-Guzman	5	OCAHO 776	1995
United States v. Big Bear Market	1	OCAHO 48	1989
United States v. David Day d/b/a David Day Masonry	3	OCAHO 514	1993
United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café	2	OCAHO 388	1991
United States v. Elena Finishing, Inc.	1	OCAHO 132	1990
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	OCAHO 446	1992

United States v. Flat Knitting Mills Company, Inc.	2	OCAHO 317	1991
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	OCAHO 72	1989
United States v. Honorio Carmona-Anica	5	OCAHO 770	1995
United States v. Koamerican Trading Corporation	1	OCAHO 63	1989
	1	OCAHO 63	1989
United States v. Land Coast Insulation, Inc.	2	OCAHO 379	1991
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO 45	1989
United States v. Marcos Iniguez-Casillas	6	OCAHO 870	1996
United States v. Mario Saikhon, Inc.	1	OCAHO 279	1990
United States v. Nicolas Tinoco-Medina	5	OCAHO 806	1995
United States v. Prime Landscape Management, Inc.	1	OCAHO 204	1990
United States v. Sea Dart Trading Corporation	2	OCAHO 336	1991
United States v. Victor Hugo Baches-Corado	3	OCAHO 571	1993

14 OCAHO 1364

2020

SERVICE OF PROCESS

If OCAHO Encounters Difficulty Serving the Complaint, ALJ May Direct Party to Execute Service

United States v. Emiliano Rios-Villatoro

SERVICE OF PROCESS

Request for Review

Manner of Service				
	United States v. Silverado Stages, Inc.	10 OCA	HO 1185	2013
Pleadings				
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4 OCA	HO 645	1994
	Sanford J. Strauss v. Rite Aid Corporation	4 OCA	HO 721	1994
Pro Se				
	Martin A. Holguin v. Dona Ana Fashions	4 OCA	HO 605	1994

TOPICAL INDEX			06/17/20	021
United States v. Mitchell Greif, President, Coast Poly, LLC	10	ОСАНО	1183	2013
United States v. Silverado Stages, Inc.	10	ОСАНО	1185	2013
United States v. Split Rail Fence Company, Inc.	10	ОСАНО	1181	2013
SERVICE OF PROCESS				
Withdrawal				
United States v. Esther Flores-Martinez	4	ОСАНО	647	1994
United States v. Nancy Mubarki	5	ОСАНО	816	1995
SETTLEMENT AGREEMENTS				
A Settlement Agreement Is A Contract and Is Generally Evaluated Under Relevant State Contract Law				
A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020

ALJ May Require Parties to File Copy of Settlement Agreement

	TOPICAL INDEX			06/17//2	021
	United States v. La Parisienne Bakery, LLC	15	ОСАНО	1390	2021
SETTLEMENT AGREEMENTS					
An Accrued Cause of Action Under 8 U.S.C. Section	on 1324b May Be Waived as Part of a Settlement Agreement				
	A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
	A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
Authority and Jurisdiction to Review					
	Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
	United States v. Coastal Transportation, Inc.	1	ОСАНО	26	1988
		1	ОСАНО	27	1988
	United States v. La Luna Azul	1	ОСАНО	14	1988
	United States v. Marcos Iniguez-Casillas	8	ОСАНО	1001	1998
	United States v. Old Town Mexican Café	1	ОСАНО	15	1988
	United States v. Rainbow Steel Company	1	ОСАНО	17	1988

TOPICAL INDEX			06/17/2021			
	United States v. Torres Mexican Food, Inc.	4	ОСАНО	596	1994	
SETTLEMENT AGREEMENTS						
Civil Money Penalty						
	United States v. Pancho's Mexican Buffet, Inc.	4	ОСАНО	632	1994	
	United States v. Red Lobster	4	ОСАНО	631	1994	
Collateral Estoppel and Res Judicata Not Applicable	to Settlement Agreements					
	United States v. Split Rail Fence Company, Inc.	11	ОСАНО	1216	2015	
		11	ОСАНО	1216	2014	
Defense(s)						
	United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company	8	ОСАНО	1011	1998	

SETTLEMENT AGREEMENTS

Dismissal

A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
Azia Aityahia v. Sabena Airline Training Center, Inc.	9	ОСАНО	1122	2006
LeEdwards v. Kumagai International USA Corporation	4	ОСАНО	609	1994
United States v. California Mantel, Inc.	10	ОСАНО	1168	2013
United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes	6	ОСАНО	921	1997
United States v. IBP, Inc.	5	ОСАНО	766	1995
United States v. Redi-Cut Foods, Inc.	4	ОСАНО	659	1994
United States v. Sahara Wireless International, Inc.	11	ОСАНО	1262	2015
United States v. Torres Mexican Food, Inc.	4	ОСАНО	596	1994

Effect on Withdrawal

	TOTICAL INDLA			00/1//2	.021
	United States v. American Airlines	8	ОСАНО	1044	2000
SETTLEMENT AGREEMENTS					
Enforcement					
	A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
	A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020
	Azia Aityahia v. Sabena Airline Training Center, Inc.	9	ОСАНО	1122	2006
	Olimpia Tovar v. United States Postal Service	4	ОСАНО	650	1994
	United States v. California Mantel, Inc.	10	ОСАНО	1168	2013
	United States v. IBP, Inc.	5	ОСАНО	766	1995
	United States v. Westin Galleria & Westin Oaks Hotel	4	ОСАНО	701	1994
Ex Parte Communication(s)					
	United States v. Red Lobster	4	ОСАНО	631	1994

Failure to Execute

Azia Aityahia v. Sabena Airline Training Center, Inc.	9	OCAHO 1122	2006
United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company	8	OCAHO 1011	1998
United States v. Moses Sportswear, Inc.	6	OCAHO 841	1996
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	OCAHO 634	1994

SETTLEMENT AGREEMENTS

Generally

A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016
Christnie Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	ОСАНО	1025	1999
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	363	1991
Salvador Chavarin-Lopez v. Nichols Farms	2	ОСАНО	371	1991
United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	ОСАНО	244	1990
United States v. ABC Roofing & Waterproofing, Inc.	2	ОСАНО	391	1991
United States v. Casa Orozco, Inc.	1	ОСАНО	92	1989
United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company	8	ОСАНО	1011	1998

United States v. Commander Construction, Inc. t/a Commander Construction Company	1	ОСАНО	32	1988
United States v. Francisco's Restaurant, Inc.	1	ОСАНО	206	1990
United States v. Galilee Fashions, Inc.	4	ОСАНО	697	1994
United States v. James L. Baber and Jeff Baber d/b/a Baber Brothers Farm	2	ОСАНО	350	1991
United States v. Jupiter Crab Company Restaurant	1	ОСАНО	6	1988
United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	ОСАНО	28	1988
	1	ОСАНО	28	1988
United States v. Lectro Tek Services, Inc.	1	ОСАНО	172	1990
United States v. Manca Imports, Inc.	2	ОСАНО	347	1991
United States v. Old Town Mexican Café	1	ОСАНО	10	1988
United States v. Prestige Landscapes	1	ОСАНО	11	1988
United States v. Sizzler Restaurants International, Inc.	1	ОСАНО	263	1990
United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership	2	ОСАНО	349	1991
United States v. Stephen and Christine Sealy	2	ОСАНО	362	1991
United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation	3	ОСАНО	413	1992
United States v. Turner's Japanese Auto Repair	8	OCAHO	1009	1998

SETTLEMENT AGREEMENTS

Jurisdiction							
	Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997		
	Olimpia Tovar v. United States Postal Service	4	ОСАНО	650	1994		
Jurisdiction and Authority to Review							
	United States v. California Mantel, Inc.	10	ОСАНО	1168	2013		
Office of Special Counsel/Immigrant and Employee Rights Section							
	United States v. New Mexico State Fair	6	ОСАНО	898	1996		

Party/Parties

IOPICAL INDEX			00/1//	/2021			
United States v. New Mexico State Fair	6	ОСАНО	898	1996			
SETTLEMENT AGREEMENTS							
Power of Administrative Law Judge							
A.S. v. Discover Financial Services, LLC	12	ОСАНО	1292	2016			
Azia Aityahia v. Sabena Airline Training Center, Inc.	9	ОСАНО	1122	2006			
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	ОСАНО	432	1992			
United States v. Casa Orozco, Inc.	1	ОСАНО	92	1989			
United States v. Enrique Silva d/b/a J.B.'s Night Club	8	ОСАНО	1014	1998			
United States v. Sizzler Restaurants International, Inc.	2	ОСАНО	325	1991			
Public Policy Favors the Enforceability of Settlement Agreements							
A.S. v. Neiman Marcus Group	13	ОСАНО	1323	2020			

Sovereign

United States v. New Mexico State Fair	6	ОСАНО	898	1996
	13	ОСАНО	1341	2020
United States v. Ferrantino Fuel Corp.	13	ОСАНО	1335	2020
United States v. Jesus Jose Torres	13	ОСАНО	1347	2020
United States v. Pita Pit Bakery, LLC	13	ОСАНО	1339	2020
nts				
United States v. Ferrantino Fuel Corp.	13	ОСАНО	1335	2020
	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez United States v. Ferrantino Fuel Corp. United States v. Jesus Jose Torres United States v. Pita Pit Bakery, LLC	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez United States v. Ferrantino Fuel Corp. 13 United States v. Jesus Jose Torres 13 United States v. Pita Pit Bakery, LLC 13	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez United States v. Ferrantino Fuel Corp. 13 OCAHO United States v. Jesus Jose Torres 13 OCAHO United States v. Pita Pit Bakery, LLC 13 OCAHO	United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez United States v. Ferrantino Fuel Corp. 13 OCAHO 1335 United States v. Jesus Jose Torres 13 OCAHO 1347 United States v. Pita Pit Bakery, LLC 13 OCAHO 1339

Generally

	Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
	United States v. Carlos Antonio Aquino	5	ОСАНО	818	1995
	United States v. Private Brands Company and Private Brand, Inc.	7	ОСАНО	941	1997
SHOW CAUSE					
Liability Based on the Admissions in Respondents' P	leadings				
	Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332d	2020
Opportunity to Respond to a Motion to Dismiss All C	Claims				
	Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
	Benjamin Stephen Machimon V. The Linancial Times	13	oernio	1310	2017
Opportunity to Respond to ALJ's Potential sua sponto	e Dismissal				
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
	Jayaben Patel v. USCIS Boston	14	ОСАНО	1353	2020
	Juyuben 1 utet v. OSCIS Boston	17	OCAHO	1333	2020

SHOW CAUSE

Order to Show Cause Why Complaint Should Not Be Dismissed					
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
Persons Protected					
	Benjamin Stephen Mackinnon v. The Financial Times	13	ОСАНО	1316	2019
Subject Matter Jurisdiction					
	Robert Heath v. F18 Consulting and an Anonymous Employer	14	ОСАНО	1365	2020
	Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	ОСАНО	1368	2020

Timeliness

TOPICAL INDEX				06/1//20	021
	A.S. v. Amazon WebServices, Inc.	14	ОСАНО	1381a	2021
	United States v. Jabil Circuit, Inc.	10	ОСАНО	1146	2012
SIXTH AMENDMENT					
Generally					
	United States v. Cristina Galeas	5	ОСАНО	790	1995
	United States v. Israel Velasquez-Tabir	6	ОСАНО	872	1996
	United States v. Julio Carpio-Lingan	6	ОСАНО	871	1996
SIZE OF BUSINESS					
ALJ Can Consider Public Policy of Leniency to Small	1 Entities				
	United States v. 3679 Commerce Place, Inc.	12	ОСАНО	1296	2017
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015

United States v. Ideal Transportation Co., Inc. 12 OCA	HO 1290 2016
United States v. Muniz Concrete & Contracting, Inc. 12 OCAL	HO 1278 2016
United States v. Niche, Inc. 11 OCAI	HO 1250 2015
United States v. Pegasus Family Restaurant, Inc. 12 OCAL	HO 1293 2016
United States v. Solutions Group International, LLC 12 OCAL	HO 1288 2016

SIZE OF BUSINESS

Business Size Is Determined Based on Size At Time of ALJ Adjudication and Penalty Assessment

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Niche, Inc.	11	ОСАНО	1250	2015

Business Size Not Based on Former Period in Business' History

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

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

06/17/2021 TOPICAL INDEX

	United States v. Cawoods Produce, Inc.	12	OCAHO 1	1280	2016
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO 1	1281	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO 1	1258	2015
	United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	OCAHO 1	1307	2017
	United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO 1	1278	2016
	United States v. St. Croix Personnel Services, Inc.	12	OCAHO 1	1289	2016
SOVEREIGN IMMUNITY					
A State Does Not Waive Sovereign Immunity in All	l Cases When It Accepts Federal Funds				
	MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO 1	1352	2020
Abandonment					
	Ping Ruan v. United States Navy	8	OCAHO 1	1046	2000

Attorney Fees					
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995
	United States v. Zabala Vineyards	6	ОСАНО	844	1996
		6	ОСАНО	844	1996
SOVEREIGN IMMUNITY					
Component of U.S. Department of Defense is Immur	ne From Suit Before OCAHO				
	Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016
	Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	ОСАНО	1279	2016
Congress Did Not Abrogate State Sovereign Immuni	ity When It Enacted Section 1324b				
	Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
	MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
	Victor Guerrero v. California Department of Corrections and Rehabilitation	11	ОСАНО	1264	2015

SOVEREIGN IMMUNITY

Eleventh Amendment

Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
D'Amico v. Erie Community College	7	ОСАНО	948	1997
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	ОСАНО	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	8	ОСАНО	1030	1999
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	ОСАНО	1022	1999
Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000
McNier v. San Francisco State University College of Business	7	ОСАНО	998	1998
MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997
Paul C. Iwuchukwu v. City of Grand Prairie	6	ОСАНО	869	1996
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
United States v. New Mexico State Fair	6	ОСАНО	898	1996
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	ОСАНО	1042	2000

SOVEREIGN IMMUNITY

Exceptions to	State Sovereign	Immunity Und	er the Eleventh.	Amendment

Exceptions to State Sovereign Immunity Under the E	leventh Amendment				
	MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Federal Government Agencies Are Not Amenable to	Suit Under 8 U.S.C. Section 1324b				
	Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016
	Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	ОСАНО	1279	2016
Federal Sovereign Immunity is Generally Presumed V	Until Established Otherwise				
	Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016

Generally

Kasathsko v. Internal Revenue Service	6	OCAHO 84	40	1996
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO 1	126	2008
Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville	6	OCAHO 88	81	1996
Tyrone Robinson v. New York State Family Court 5 Washington Younggil Kim Jung Windsor 12		OCAHO 8	14	1995
		OCAHO 12	294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	OCAHO 12	279	2016
McNier v. San Francisco State University College of Business	7	OCAHO 99	98	1998
Than 100 Employees to be a Small Business				
In re Investigation of Miccosukee Resort	9	OCAHO 1	114	2004
Yaming Shen v. Defense Language Institute	9	OCAHO 1	117	2005
	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville Tyrone Robinson v. New York State Family Court Washington Younggil Kim Jung Windsor Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center McNier v. San Francisco State University College of Business Than 100 Employees to be a Small Business In re Investigation of Miccosukee Resort	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville Tyrone Robinson v. New York State Family Court Washington Younggil Kim Jung Windsor Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center McNier v. San Francisco State University College of Business Than 100 Employees to be a Small Business In re Investigation of Miccosukee Resort 9	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos10OCAHO1Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville6OCAHO8Tyrone Robinson v. New York State Family Court5OCAHO8Washington Younggil Kim Jung Windsor12OCAHO1Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center12OCAHO1McNier v. San Francisco State University College of Business7OCAHO9**Than 100 Employees to be a Small Business9OCAHO1	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos10OCAHO1126Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville6OCAHO881Tyrone Robinson v. New York State Family Court5OCAHO814Washington Younggil Kim Jung Windsor12OCAHO1294Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center12OCAHO1279McNier v. San Francisco State University College of Business7OCAHO998Than 100 Employees to be a Small BusinessIn re Investigation of Miccosukee Resort9OCAHO1114

Party Seeking Immunity From Suit Has Burden of Establishing that Eleventh Amendment Applies

Party Seeking immunity from Suit Has Burden of Es	stablishing that Eleventh Amendment Applies				
	Chiaha Ugochi v. North Dakota Department of Human Services	12	ОСАНО	1304	2017
	MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
SOVEREIGN IMMUNITY					
Respondent Seeking Immunity Under the Eleventh A	mendment Must Prove That It Is a State Entity				
	MD Shakhawat Hossain v. Job Service North Dakota	14	ОСАНО	1352	2020
Section 1324b Does Not Contain an Express Waiver	of Sovereign Immunity				
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
	Washington Younggil Kim Jung Windsor	12	ОСАНО	1294	2016

State Agency May Waive Affirmative Defense of Sovereign Immunity by Failing to Timely Assert It

	Victor Guerrero v. California Department of Corrections and Rehabilitation	11	ОСАНО	1264	2015		
SOVEREIGN IMMUNITY							
State Must Timely Object to the Forum or Be Deemed to Have Waived Its Objection							
	Victor Guerrero v. California Department of Corrections and Rehabilitation	11	ОСАНО	1264	2015		
State's Own Conduct in the Course of Litigation Ma	y Operate to Waive Its Sovereign Immunity						
	Victor Guerrero v. California Department of Corrections and Rehabilitation	11	ОСАНО	1264	2015		
Subject Matter Jurisdiction							
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016		
	Massala Prince Reffell v. Prairie View A&M University	9	ОСАНО	1057	2000		
	Ping Ruan v. United States Navy	8	ОСАНО	1046	2000		
	Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008		

SOVEREIGN IMMUNITY	Washington Younggil Kim Jung Windsor Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center		OCAHO		2016 2016	
Suit Against Government Official Acting in Official Capacity Is Covered By Sovereign Immunity						
	Washington Younggil Kim Jung Windsor	12	OCAHO 1	1294	2016	
The Defense of Sovereign Immunity May Be Raised At Any Point in the Proceeding						
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО 1	1284	2016	
	Washington Younggil Kim Jung Windsor	12	OCAHO 1	1294	2016	
	Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	ОСАНО 1	1279	2016	
The U.S. Postal Service Is Immune From Suits Under 8 U.S.C. Section 1324b						
	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO 1	1284	2016	

SOVEREIGN IMMUNITY

Waiver

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
McNier v. San Francisco State University College of Business	7	ОСАНО	998	1998

Alien(s)

STANDING

Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO 612	1994
Esther Din Brooks v. KNK Textile	3	OCAHO 545	1993
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO 497	1993
United States v. Hyatt Regency Lake Tahoe	6	OCAHO 861	1996
United States v. Mesa Airlines	1	OCAHO 74	1989
	1	OCAHO 74	1989

Generally

Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center	3	OCAHO 515	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO 406	1992
Esther Din Brooks v. KNK Textile	3	OCAHO 545	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO 469	1992
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO 537	1993
Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital	3	OCAHO 516	1993
United States v. Auburn University	3	OCAHO 564	1993
United States v. Guardsmark	3	OCAHO 572	1993
United States v. Harris Ranch Beef Company	2	OCAHO 302	1991
Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	OCAHO 711	1994
Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	OCAHO 999	1998
Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	OCAHO 548	1993
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	OCAHO 203	1990

STANDING

Intending Citizen

Esther Din Brooks v. KNK Textile	3	ОСАНО	545	1993
Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	ОСАНО	192	1990
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Southwest Marine Corporation, a California Corpo	oration 2	ОСАНО	400	1989
STANDING				
Office of Special Counsel/Immigrant and Employee Rights Section				
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	ОСАНО	537	1993
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
Permanent Resident				
Marcos Valencio v. VASP Brazilian Airlines	5	ОСАНО	740	1995
Miguel A. Gallegos v. Magna-View, Inc.	4	ОСАНО	619	1994

STANDING

Persons Protected	Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	ОСАНО 624	1994
Puerto Rican	United States v. Marcel Watch Corporation	1	OCAHO 143	1990
U.S. Citizen	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO 638	1994
Waiver	Akintunde Omoyosi v. Lebanon Correctional Institution	9	ОСАНО 1119	2005

	TOPICAL INDEX			00/1//2	2021
	Raul A. Gonzalez v. Tri-Component Products, Inc.	9	ОСАНО	1118	2005
STARE DECISIS					
Generally					
	United States v. Citizen's Utilities Company, Inc., Telephone Division	1	ОСАНО	109	1989
STATISTICAL PROOF OF DISCRIMINATION					
Discriminatory Intent May By Inferred From Statisti	cal Evidence				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Gross Statistical Disparity May Be Prima Facie Proc	f of Pattern or Practice of Discrimination				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014

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

	TOPICAL INDEX			06/17/2	2021
STATISTICAL PROOF OF DISCRIMINATION	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Statistical Disparities Over Two or Three Standard D	eviations May Indicate Discrimination				
	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Statistics May Show Employer's Justification Is Prete	extual				
STATUTE	United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	ОСАНО	1227	2014
Attorney Fees					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	ОСАНО	785	1995
	Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	ОСАНО	1121	2006
	United States v. Auburn University	4	ОСАНО	646	1994
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995

STATUTE

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	ОСАНО 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

Complaint

	TOPICAL INDEX			00/17/2	.021
	Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
STATUTE					
Defense(s)					
· ·					
	United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
Deportation					
Берогиноп					
	United States v. Oscar Eduardo Villatoro-Guzman	4	ОСАНО	652	1994
Document Abuse					
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1085	2002
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
	United States v. Robison Fruit Ranch, Inc.	6	ОСАНО	855	1996
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	ОСАНО	748	1995

STATUTE

Generally

Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 156	1990
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO 497	1993
United States v. Monica Zapata-Cosio	5	OCAHO 822	1995
United States v. Performance Printing Corporation	5	OCAHO 779	1995
United States v. Robison Fruit Ranch, Inc.	4	OCAHO 594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO 748	1995

Hearing(s)

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 623 1994

Hire/Hiring

Krzysztof Zarazinski v. Anglo Fabrics, Company OCAHO 661 1994 Drahomira Adame v. Dunkin Donuts 5 OCAHO 722 1995 Elizabeth S. Mengarpuan v. Asbury Methodist Village OCAHO 612 1994 Glauco Luiz Ortolano v. Wordperfect Company OCAHO 716 1994 Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering OCAHO 648 1994 Marcos Valencio v. VASP Brazilian Airlines OCAHO 740 1995 Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company OCAHO 675 1994 OCAHO 874 Martin Flores v. Logan Foods Company 1995 Ronald C. Wilson v. Harrisburg School District OCAHO 919 1997 Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd. OCAHO 850 1996

OCAHO 597

1994

United States v. Monfort, Inc.

STATUTE

Jurisdiction

	United States v. Guardsmark	3	OCAHO 572	1993
	United States v. Robison Fruit Ranch, Inc.	4	OCAHO 594	1994
STATUTE				
Overlap				
	Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 595	1994
	Michael Williamson v. Autorama, Inc.	1	OCAHO 174	1990
	United States v. Marcel Watch Corporation	1	OCAHO 143	1990
Overlap with Title VII				
	Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО 1190	2013

Party/Parties

	United States v. Auburn University	4	ОСАНО	646	1994
STATUTE					
Recruitment Violation					
Unauthorized	United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
		5	ОСАНО	760	1995
Retaliation					
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	668	1994
	Jose Danilo Cruz v. Able Service Contractors, Inc.	6	ОСАНО	837	1996
	United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995
Review of Final Orders					
	Florinda Kattan v. Union League Club of Chicago	4	ОСАНО	599	1994

06/17/2021 TOPICAL INDEX

STATUTE

Sing	la Fi	lina	Rule
SIIIE	10-1.1	ши	Nuic

Single-Filing Rule					
	Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Statistics May Show Employer's Justification Is Prete	extual				
Unauthorized					
	United States v. H&H Saguaro Specialists	10	ОСАНО	1147	2012
		10	ОСАНО	1147	2012
Statute of Limitations					
	United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО		1995

Statutory Interpretation

Joan A. Lardy v. United Airlines, Inc.	4	ОСАНО	595	1994
Kasathsko v. Internal Revenue Service	6	ОСАНО	840	1996
Nripendra S. Dhillon v. Regents of the University of California	3	ОСАНО	497	1993
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	ОСАНО	1126	2008
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	ОСАНО	107	1989
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Robison Fruit Ranch, Inc.	4	ОСАНО	594	1994

4 OCAHO 667

1994

United States v. Northern Michigan Fruit Company

STATUTE OF LIMITATIONS

Substantial Compliance

STATUTE

5/10 Year Rule							
	Alan Rusk v. Northrop Corporation and Department of Defense	4	ОСАНО	607	1994		
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	ОСАНО	891	1996		
		5	ОСАНО	726	1995		
		4	ОСАНО	710	1994		
	Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation	4	ОСАНО	711	1994		
STATUTE OF LIMITATIONS							
Accrual Date of a Paperwork Violation Depends on the Specific Violation							
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020		
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
Charge							
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020		
	Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	ОСАНО	548	1993		

Glauco Luiz Ortolano v. Wordperfect Company	4	ОСАНО	716	1994
Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
	10	ОСАНО	1128	2009
Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
Julian Sahagun v. Bend-Pack, Inc.	5	ОСАНО	809	1995
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
United States v. Auburn University	4	ОСАНО	617	1994
	4	ОСАНО	602	1994
United States v. Frank's Meat Company, a Sole Proprietorship	3	ОСАНО	513	1993
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	ОСАНО	695	1994
	4	ОСАНО	653	1994

STATUTE OF LIMITATIONS

Complaint is Timely If Filed Within Five Years of the Date a Violation First Accrues

TOPICAL INDEX				06/17/2021			
	United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014		
	United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016		
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
STATUTE OF LIMITATIONS							
Complaint Under 8 U.S.C. 1324a Is Timely If Filed	Within Five Years of Date Violation First Accrues						
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020		
Each Discrete Retaliatory Action Starts a New Clock	x For Filing a Charge With IER						
	Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020		
Employer Sanctions Cases							
	United States v. Curran Engineering Company, Inc.	7	ОСАНО	975	1997		

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

12 OCAHO 1289

2016

	United States v. Visiontron Corp.	13	ОСАНО	1348	2020
STATUTE OF LIMITATIONS					
Equitable Estoppel					
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Equitable Tolling					
	Bienvenido Antonio Thompson v. Prestige Towing Services	13	ОСАНО	1309	2018
	Ephrain Manuel Berlanga v. Butterball Company	4	ОСАНО	669	1994
	Galdino Casillas Garcia v. McCarron Electric Company	5	ОСАНО	747	1995
	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	ОСАНО	1306a	2018
		13	ОСАНО	1306	2017
	Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
	Jose N. Hernandez v. City of Santa Ana	4	ОСАНО	674	1994
	Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004

	M.S v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305	2017
	M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	ОСАНО	1305a	2018
		12	ОСАНО	1305b	2018
	Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	ОСАНО	600	1994
	Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	ОСАНО	1308	2018
	Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995
STATUTE OF LIMITATIONS					
Failure to Prepare or Present Forms I-9 Is A Continuing	ng Violation				
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020

Failure to Prepare or Present Violations Continue Until Corrected or Until Retention Period Ends

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

Failure to Timely Prepare Form I-9 Violation Accrues Once Deadline for I-9 Completion Elapses							
	United States v. St. Croix Personnel Services, Inc.	12 OCAHO 1289	2016				
	United States v. Visiontron Corp.	13 OCAHO 1348	2020				
STATUTE OF LIMITATIONS							
Filing Deadline Begins to Run When Delivery of Determination Letter is Effectuated							
	Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10 OCAHO 1188	2013				
For Knowing Hire Violation, Limitations Period Begins to Run on Date That Employee is Terminated							
	United States v. Leed Construction, Megan Burkholder	11 OCAHO 1237	2014				
General Statute of Limitations							
	United States v. Roberto C. Davila	7 OCAHO 936	1997				

	TOPICAL INDEX			00/1//2	.021
	United States v. Roberto C. Davila	7	ОСАНО	936	1997
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995
STATUTE OF LIMITATIONS					
Generally					
	Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
		10	ОСАНО	1128	2009
	United States v. Charo's Corporation d/b/a Charo's Restaurant	3	ОСАНО	467	1992
	United States v. Felipe De Leon-Valenzuela	8	ОСАНО	1004	1998
	United States v. Roberto C. Davila	7	ОСАНО	936	1997
		7	ОСАНО	936	1997
Last Possible Accrual Date for Knowing Hire Violation	ons is Date That Employee is Terminated				
	United States v. Leed Construction, Megan Burkholder	11	ОСАНО	1237	2014

Letter of Determination

Jose R. Lima v. New York City Department of Education	10	ОСАНО	1128	2009
	10	ОСАНО	1128	2009
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1188	2013
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	ОСАНО	900	1996
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
United States v. Workrite Uniform Company, Inc.	5	ОСАНО	755	1995

STATUTE OF LIMITATIONS

Memorandum of Understanding (MOU)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370	2020
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
United States v. Auburn University	4	ОСАНО	617	1994

06/17/2021 TOPICAL INDEX

Paperwork Requirement(s)/Violation(s)					
	United States v. Naim Ojeil & Samoeil Ishk	7 (ОСАНО	984	1998
STATUTE OF LIMITATIONS					
Paperwork Violations for Failure to Timely Prepare	a Form I-9 Cannot Be Cured				
	United States v. St. Croix Personnel Services, Inc.	12 (ОСАНО	1289	2016
	United States v. Visiontron Corp.	13 (ОСАНО	1348	2020
Statute of Limitations Is Not A Jurisdictional Bar to	Consideration of a Section 1324b Claim				
	Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13 (ОСАНО	1306a	2018
		13 (ОСАНО	1306	2017

Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires

IOPICAL INDEX			00/1	//2021
	United States v. Leed Construction, Megan Burkholder	11	OCAHO 1237	2014
STAY OF ENFORCEMENT OF AGENCY ORDER				
ALJ Considers Four Well-Established Factors in Eva	aluating Request for Stay of Agency's Own Order			
	United States v. Frimmel Management, LLC	12	ОСАНО 1271	2017
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	OCAHO 1271	2019
		12	OCAHO 1271	2016
		12	OCAHO 1271	2016
		12	OCAHO 1271	2016
	United States v. Frimmel Management, LLS	12	OCAHO 1271	2016
Generally				
	United States v. Frimmel Management, LLC	12	ОСАНО 1271	2017
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	OCAHO 1271	2019
		12	OCAHO 1271	2016

	TOPICAL INDEX			06/17/2	:021
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	12	ОСАНО	1271	2016
		12	ОСАНО	1271	2016
	United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
STAY OF ENFORCEMENT OF AGENCY ORDER					
OCAHO Has Authority to Stay Enforcement of Agen	ncy's Own Order Pending Judicial Review				
	United States v. Frimmel Management, LLC	12	ОСАНО	1271	2017
	United States v. Frimmel Management, LLC d/b/a Uncle Sam's	13	ОСАНО	1271	2019
		12	ОСАНО	1271	2016
		12	ОСАНО	1271	2016
		12	ОСАНО	1271	2016
	United States v. Frimmel Management, LLS	12	ОСАНО	1271	2016
STAY OF PROCEEDINGS					
Generally					
	Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	ОСАНО	363	1991

	Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 450	1992
	United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	OCAHO 719	1994
	United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center	1	OCAHO 135	1990
	United States v. DAR Distributing, Inc. d/b/a DAR Cabinets	1	OCAHO 60	1989
	United States v. Pedro Dominguez	7	OCAHO 973	1997
	United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO 373	1991
	United States v. United Pottery Manufacturing & Accessories, Inc.	1	OCAHO 57	1989
		1	OCAHO 51	1989
SUBPOENAS				
ALJ Has Authority to Make Changes to Subpoena				
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО 1385	2021
ALJ Will Not Issue Subpoena If It Is Not Clear Who	or What the Party Seeks			
	Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO 1363	2020

	10110112111211				
	Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO 1	1363a	2020
SUBPOENAS					
Burden of Proof					
	In re Investigation of Modern Maintenance, Subpoena	2	ОСАНО 3	359	1990
Compliance					
	In re Investigation of Conoco, Inc., Subpoena	8	OCAHO 1	1048	2000
		8	OCAHO 1	1048	2000
	In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO 7	751	1995
	In re Investigation of Norfolk Public Schools, Subpoena	4	осано е	521	1994
	In re Investigation of University of South Florida, Subpoena	8	OCAHO 1	1056	2000
	In re Investigation of Wal-Mart Stores, Subpoena	5	OCAHO 7	754	1995
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	осано е	543	1994
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO 7	748	1995

14 OCAHO 1370b

2021

SUBPOENAS

Definiteness of Subpoena			
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14 OCAHO 1378	2020
District Court Authority to Order Compliance and F	ind Party in Contempt		
	In re Investigation of Creative Resource Personnel, Inc.	12 OCAHO 1299	2017
	In Re Investigation of: NHS Human Services	10 OCAHO 1198	2013
Evidence Obtained by Unauthorized Subpoenas Not	Considered		

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО (611	1994
United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
	12	ОСАНО	1275	2016
Elizabeth Klimas v. Department of Treasury	3	OCAHO 4	404	1992
In re Investigation of ABM Industries, Subpoena	5	ОСАНО 7	763	1995
In re Investigation of Carolina Employers Association, Subpoena	3	OCAHO 4	455	1992
In re Investigation of Chan's Apparel, Subpoena	1	ОСАНО	1	1988
In re Investigation of Conoco, Inc., Subpoena	8	ОСАНО	1048	2000
	8	ОСАНО	1048	2000
	8	ОСАНО	1049	2000
In re Investigation of Florida Azalea Specialist, Subpoena	3	OCAHO :	523	1993
In re Investigation of Florida Rural Legal Services, Subpoena	3	OCAHO 4	428	1992
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO 7	751	1995
In re Investigation of Norfolk Public Schools, Subpoena	4	ОСАНО (621	1994

SUBPOENAS

Generally

In re Investigation of Seafarers International Union, Subpoena	3	ОСАНО	498	1993
In re Investigation of South Florida Tomato & Vegetable Growers Association, Subpoena	1	ОСАНО	237	1990
In re Investigation of Strano Farms, Subpoena	3	ОСАНО	521	1993
In re Investigation of Taiwan Restaurant, Subpoena	3	ОСАНО	431	1992
In re Investigation of Wal-Mart Stores, Subpoena	5	ОСАНО	754	1995
In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
James D. Westendorf v. Brown & Root, Inc.	3	ОСАНО	405	1992
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
	9	ОСАНО	1084	2002
Leonid Naginsky v. Department of Defense	5	ОСАНО	813	1995
United States v. Armando Alvarez-Suarez	4	ОСАНО	651	1994
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	ОСАНО	151	1990
United States v. Creation & Innovation	3	ОСАНО	527	1993
United States v. Edith Fine	1	ОСАНО	89	1989
United States v. Harris Ranch Beef Company	2	ОСАНО	302	1991
United States v. Ideal Tortilla Factory, Inc.	2	ОСАНО	366	1991
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	212	1990

	United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO 27	74	1990
		2	OCAHO 30	03	1991
		1	OCAHO 27	74	1990
		2	OCAHO 30	03	1991
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO 74	48	1995
	United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO 53	31	1993
	United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO 41	12	1993
SUBPOENAS					
IER is Appropriate Counsel to Apply to District Cou	rt for Enforcement of Subpoena				
	In re Investigation of Creative Resource Personnel, Inc.	12	OCAHO 12	299	2017
It Is Improper to Seek a Subpoena for Opposing Part	y to Obtain Discovery Responses				
	Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO 13	363	2020

14 OCAHO 1363b

2020

Jurisdiction					
	In re Investigation of Miccosukee Resort	9	ОСАНО	1114	2004
	In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1055	2000
SUBPOENAS					
Motion(s) to Quash					
	In re Investigation of Conoco, Inc., Subpoena	8	ОСАНО	1048	2000
		8	ОСАНО	1048	2000
	In re Investigation of Henson Aviation, Subpoena	3	ОСАНО	488	1993
	In re Investigation of Modern Maintenance, Subpoena	2	ОСАНО	359	1990
	In re Investigation of Tropicana Casino & Resort, Subpoena	9	ОСАНО	1060	2000
OCAHO ALJs May Issue Subpoenas Upon a Party's	s Request				

Zaji Obatala Zajradhara v. Gig Partners

SUBPOENAS

OCAHO Rules Do Not Contain a Provision for Fees In Conjunction With Production of Documents					
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363b	2020
Office of Special Counsel/Immigrant and Employee	Rights Section				
Denial	In re Investigation of Swift & Co., Subpoena	9	ОСАНО	1058	2000
Party Seeking Subpoena For Testimony Should India	eate Willingness to Pay Fees for Witness Travel				
	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363b	2020

Party Served With an OCAHO Subpoena Has 10 Days From Service to Petition to Revoke or Modify It

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

SUBPOENAS

Petition to Revoke or Modify

In re Investigation of Miccosukee Resort	9	ОСАНО	1114	2004
In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1055	2000
In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1087	2002
	9	ОСАНО	1084	2002
Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363b	2020

Petition to Revoke or Modify Subpoena

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Petitioner Bears Burden of Proving that an Administrative Subpoena is Unduly Burdensome

	TOTICAL INDEA			00/1//2	2021
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
SUBPOENAS					
Refusal to Comply					
	In re Investigation of Creative Resource Personnel, Inc.	12	ОСАНО	1299	2017
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
Relevance					
	In re Investigation of University of South Florida, Subpoena	8	ОСАНО	1055	2000
Relevance of Information Sought					
	In Re Investigation of: NHS Human Services	10	ОСАНО	1198	2013
	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020

SUBPOENAS

Required Criteria	for Enforcement
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In Re Investigation of: NHS Human Services In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	10 OCAHO 119814 OCAHO 1378	2013 2020
Requirements for Enforcement of an Administrative Subpoena are Minimal		
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14 OCAHO 1378	2020

Scope of IER's Authority

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Standards For Shifting a Non-Party's Costs of Complying With a Subpoena

	TOPICAL INDEX			06/17//20	021
2	Zaji Obatala Zajradhara v. Gig Partners	14	ОСАНО	1363b	2020
SUBPOENAS					
Subpoena Is Appropriate Avenue for Obtaining Discove	ery From Non-Parties				
F	Robert Heath v. IKON Systems and an Anonymous Employer	14	ОСАНО	1377	2020
Subpoena Requires ALJ's Signature					
E.	Alvin J. Griffîn, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021
Subpoena Unduly Burdensome If It Would Seriously D	Disrupt Normal Business Operations				
I	In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	ОСАНО	1378	2020
Unauthorized Subpoena					

TOPICAL INDEX				06/17/2021		
	Alvin J. Griffîn, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	ОСАНО	1370b	2021	
	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	ОСАНО	1191	2013	
	Creation of False Section 2 Attestations Is Substantive Violation					
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015	
	Generally					
	United States v. Corporate Loss Prevention Associates, Ltd.	6	ОСАНО	886	1996	
	United States v. El Paso Hospitality, Inc.	5	ОСАНО	737	1995	
	United States v. Jonel, Inc.	7	ОСАНО	967	1997	
	United States v. Ketchikan Drywall Services, Inc.	10	ОСАНО	1139	2011	

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO 931	1997
	6	OCAHO 865	1996
United States v. Minaco Fashions, Inc.	3	OCAHO 587	1993
United States v. Randall Kurzon, 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
T. 10 P. P. T. C. II. (P. T.	4.0	001770 1171	

 $Paperwork \ Requirement(s)/Violation(s)$

SUBSTANTIAL COMPLIANCE

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

SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS

Creation of False Section 2 Attestations Is Substantive Violation

	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015
SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS					
Failure to Complete or Sign Form I-9 Section 2 Emp	loyer Verification Constitutes Substantive Violation				
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
	United States v. Durable, Inc.	11	ОСАНО	1229	2014
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
	United States v. Golf International d/b/a Desert Canyon Golf	10	ОСАНО	1214	2014
Failure to Ensure Employee Checks Box Attesting to	Immigration Status is Serious Violation				
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016

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

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

12 OCAHO 1276

2016

SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS

Failure to Ensure That Employee Provides Alien or Admission Number Is Substantive Violation

United States v. Cawoods Produce, Inc.

12 OCAHO 1280

2016

Failure to Enter Printed Name of Individual Who Signs Section 2 Is Substantive Violation

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

Packaging

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

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

12 OCAHO 1301

2017

Failure to Provide Issuing Authority for Form I-9 List B Document Is Substantive Violation

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

SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS

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

United States v. Dr. Robert Schaus, D.D.S.	11	ОСАНО	1239	2014
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016

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

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

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

	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
SUBSTANTIVE VS. TECHNICAL/PROCEDURAL PAPERWORK VIOLATIONS					
Omitting Document Number/Expiration Date May I	Be Technical/Procedural If Document Copy Attached				
	United States v. Chen Wilmington, Inc.	11	ОСАНО	1241	2015
SUMMARY DECISION					
	Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
Abandonment					
Aoandonnent					
	Florinda Kattan v. Union League Club of Chicago	4	ОСАНО	599	1994
	United States v. McDonnell Douglas Corporation	4	ОСАНО	616	1994
	United States v. Private Brands Company and Private Brand, Inc.	7	ОСАНО	941	1997

SUMMARY DECISION

Admission(s)

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	ОСАНО	742	1995
	4	ОСАНО	718	1994
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Karnival Fashion, Inc.	5	ОСАНО	769	1995
United States v. Maria Sourovova	7	ОСАНО	987	1998
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	ОСАНО	615	1994
United States v. Ricardo Calderon, Inc.	5	ОСАНО	805	1995
United States v. Spring & Soon Fashion, Inc.	8	ОСАНО	1003	1998
United States v. Tri-Component Product Corporation	5	ОСАНО	821	1995

Affidavit(s)

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

Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003
Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Martha Diaz v. Pacific Maritime Association	9	ОСАНО	1108	2004
United States v. 1010 Morris Avenue Food Corporation	6	ОСАНО	885	1996
United States v. IBP, Inc.	8	ОСАНО	1021	1999
United States v. Jonel, Inc.	7	ОСАНО	967	1997
United States v. Patrol & Guard Enterprises, Inc.	8	ОСАНО	1040	2000
	8	ОСАНО	1040	2000
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021
	14	ОСАНО	1363c	2021

SUMMARY DECISION

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

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

ALJ May Defer Resolution of Mo	otion for Summary Decision Pending Discovery

ALJ May Defer Resolution of Motion for Summary Decision Pending Discovery						
CHMMA DV DECICION	Robert Heath v. Asta CRS, Inc.	14 OCAHO 1385 2021				
SUMMARY DECISION						
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						
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13 OCAHO 1321a 2019				

Li Zu v. Avalon Valley Rehabilitation Center	14	ОСАНО	1376	2020
United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО	1301	2017
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Lazy Days South, Inc.	13	ОСАНО	1322	2020
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	ОСАНО	1289	2016

TOPICAL INDEX			06/17/2021				
	United States v. Visiontron Corp.	13	ОСАНО	1348	2020		
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016		
SUMMARY DECISION							
Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact							
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016		
	United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016		
	United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016		
Blanket Denial of Liability Not Sufficient to Show That Genuine Issues of Material Fact Exist							
	United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016		
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016		

Civil Money Penalty

06/17/2021 TOPICAL INDEX

	United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO 729	1995				
	United States v. DJ Drywall, Inc.	10	OCAHO 1136	2010				
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO 1281	2016				
	United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO 1286	2016				
	United States v. New China Buffet Restaurant	10	OCAHO 1133	2010				
	United States v. Private Brands Company and Private Brand, Inc.	7	OCAHO 941	1997				
	United States v. Walden Station, Inc.	8	OCAHO 1053	2000				
SUMMARY DECISION								
Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance								
	United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO 1242	2015				
Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision								
	Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	OCAHO 1261	2015				
	United States v. Alma Delia Rubio-Reyes	14	OCAHO 1349	2020				

SUMMARY DECISION

Conversion from Motion to Dismiss

ismiss					
	Benjamin Barone v. Superior Washer and Gasket Corp.	10	ОСАНО	1176	2013
	United States v. R2M2 Rebar & Stressing, Inc.	14	ОСАНО	1357	2020
	United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	ОСАНО	1291	2016
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
	United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	ОСАНО	900	1996

Document Fraud

Discovery

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

TOPICAL INDEX			06/17/2021			
	United States v. Leticia Velarde	14	ОСАНО	1384	2020	
	United States v. Sanchita Bhattacharya	14	ОСАНО	1380a	2021	
SUMMARY DECISION						
Documentary Evidence						
	Celia Simon v. Ingram Micro, Inc.	9	ОСАНО	1088	2003	
Documentary Evidence Together With Proposed Stip	ulations May Be Sufficient to Establish Liability					
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015	
Evidence						
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	ОСАНО	635	1994	
	Chao v. McDonnell Douglas Corporation	6	ОСАНО	824	1995	
	Corneliu Curuta v. Tomball College	9	ОСАНО	1099	2003	

Dinko Sefic v. Marconi Wireless	9	ОСАНО	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	ОСАНО	1050	2000
Guy Santiglia v. Sun Microsystems, Inc.	9	ОСАНО	1110	2004
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Lydia Annella Anderson v. Newark Public Schools	8	ОСАНО	1024	1999
Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. H&H Saguaro Specialists	10	ОСАНО	1144	2012
United States v. IBP, Inc.	8	ОСАНО	1021	1999
United States v. Jonel, Inc.	7	ОСАНО	967	1997
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
United States v. McDonnell Douglas Corporation	4	ОСАНО	676	1994
United States v. New China Buffet Restaurant	10	ОСАНО	1133	2010

United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10	ОСАНО	1178	2013
United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	ОСАНО	1179	2013
United States v. Stanford Sign and Awning, Inc.	10	ОСАНО	1145	2012
United States v. Walden Station, Inc.	8	ОСАНО	1053	2000

SUMMARY DECISION

Evidence Related to Summary Decision Must Be Presented by Means Designed to Ensure Reliability

Manikandan Sivasankar v. Strategic Staffing Solutions	14	ОСАНО	1354	2020
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
United States v. Leticia Velarde	14	ОСАНО	1384	2020
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
	14	ОСАНО	1380a	2021
Zaji Obatala Zajradhara	14	ОСАНО	1363c	2021

6 OCAHO 824

9 OCAHO 1123

9 OCAHO 1090

1995

2007

2003

2000

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

	United States v. Foothill Packing, Inc.	11	OCAHO 1240	2015
SUMMARY DECISION				
Conorally				
Generally				
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO 577	1993
	Albert Gimein v. Department of Defense & Grumman Aerospace Corporation	3	OCAHO 503	1993
	Amadeo Gonzalez v. Phoenix Motor Company	3	OCAHO 410	1992
	Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO 1102	2003
	Bassey J. Udofot v. 88 Vapor Technologies	3	OCAHO 506	1993
	Carlos Aciar v. Rosen's Delicatessen	9	OCAHO 1086	2002
	Celia Simon v. Ingram Micro, Inc.	9	OCAHO 1088	2003

Chao v. McDonnell Douglas Corporation

Dolores Garcia Contreras v. Cascade Fruit Company

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1050

Dinko Sefic v. Marconi Wireless

Esther Din Brooks v. KNK Textile	3	ОСАНО	528	1993
Esther Din Brooks v. Watts Window World	3	ОСАНО	570	1993
Florinda Kattan v. Union League Club of Chicago	3	ОСАНО	586	1993
Gabriel Niyi Adepitan v. United States Postal Service	3	ОСАНО	416	1991
Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Hector Cascante v. Kayak Club	1	ОСАНО	199	1990
Jack Huang v. Queens Motel	2	ОСАНО	364	1991
Jaime Banuelos v. Transportation Leasing Company	1	ОСАНО	255	1990
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	ОСАНО	1093	2003
Jesus Morales v. Cromwell's Tavern Restaurant	3	ОСАНО	524	1993
John C. Grodzki v. OOCL, Inc.	1	ОСАНО	295	1991
John R. Alvarez v. Interstate Highway Construction	3	ОСАНО	430	1992
Juan J. Salcido v. New-Way Pork Company	3	ОСАНО	425	1992
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	ОСАНО	1081	2002
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Margarita Yefremov v. New York City Department of Transportation	3	ОСАНО	466	1992

Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	ОСАНО	418	1992
Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC	10	ОСАНО	1134	2010
Mr. Doron Tal v. M. L. Energia, Inc.	3	ОСАНО	519	1993
Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Omar Egal v. Sears Roebuck & Company	3	ОСАНО	442	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	ОСАНО	1135	2010
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	ОСАНО	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	ОСАНО	77	1989
Stephen A. Lewis v. McDonald's Corporation	2	ОСАНО	383	1991
United States v. 4431, Inc. t/a Candlelight Inn	4	ОСАНО	611	1994
United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	ОСАНО	219	1990
United States v. Aegis Fashion, Inc.	1	ОСАНО	239	1990
United States v. Aid Maintenance Company, Inc.	6	ОСАНО	893	1996
United States v. Alberta Sosa, Inc.	5	ОСАНО	739	1995
United States v. Alberto Noriega-Perez	5	ОСАНО	811	1995
United States v. Alvand, Inc. d/b/a 410 Diner	1	ОСАНО	296	1991

United States v. American McNair, Inc.	1	ОСАНО	167	1990
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	ОСАНО	828	1995
	6	ОСАНО	828	1995
United States v. Ana Maria Villegas-Valenzuela	5	ОСАНО	784	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	4	ОСАНО	718	1994
United States v. A-Plus Roofing, Inc.	1	ОСАНО	209	1990
United States v. Armando Palacio d/b/a La Bahia Restaurant	1	ОСАНО	230	1990
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	ОСАНО	133	1990
United States v. Broadway Tire, Inc.	2	ОСАНО	310	1991
United States v. Camidor Properties, Inc.	1	ОСАНО	299	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	ОСАНО	305	1991
United States v. Chesters Restaurants, Inc. d/b/a La Cabana Restaurant	1	ОСАНО	113	1989
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	ОСАНО	608	1994
United States v. Citizen's Utilities Company, Inc., Telephone Division	1	ОСАНО	109	1989
United States v. Continental Sports Corporation	5	ОСАНО	799	1995
	5	ОСАНО	799	1995
United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center	1	ОСАНО	135	1990

United States v. Cristina Galeas	5	ОСАНО	790	1995
United States v. Culinary Artistry, Inc. d/b/a Footer's Catering	1	ОСАНО	217	1990
United States v. Cyrus Kiani d/b/a Copies, Etc.	1	ОСАНО	165	1990
United States v. De Luca's Market	8	ОСАНО	1039	1999
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery	1	ОСАНО	256	1990
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	ОСАНО	342	1991
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	ОСАНО	316	1992
United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.	3	ОСАНО	417	1992
United States v. Elder Jerez d/b/a Green Scaping	3	ОСАНО	420	1992
United States v. Elsinore Manufacturing, Inc.	1	ОСАНО	13	1988
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	ОСАНО	360	1991
United States v. Esther Flores-Martinez	5	ОСАНО	733	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	3	ОСАНО	591	1993
United States v. Felipe De Leon-Valenzuela	7	ОСАНО	993	1998
United States v. Giamblis Enterprises	5	ОСАНО	817	1995
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	ОСАНО	321	1991

United States v. Halshan, Inc. d/b/a California Pacific	1	OCAHO 27	8 1990
United States v. Harris Ranch Beef Company	2	ОСАНО 33	5 1991
United States v. Hilario Rodriguez, Jr.	1	OCAHO 27	6 1990
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO 29	8 1991
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO 19	5 1990
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	OCAHO 85	1 1996
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	OCAHO 28	7 1991
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO 49	9 1993
United States v. Juan V. Acevedo	1	OCAHO 95	1989
United States v. Kangaroo Express of Pueblo	3	OCAHO 58	1 1993
United States v. Kumar	6	OCAHO 83	3 1996
	6	OCAHO 83	3 1996
United States v. L&M Tire Company, Inc.	1	OCAHO 13	4 1990
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO 71	2 1994
United States v. Lambok Sihombing	7	OCAHO 94	4 1997
United States v. Leonor Yolanda Ortiz	6	OCAHO 86	3 1996
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO 41	4 1992

United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant	3	OCAHO 54	4 1993
United States v. Manca Imports, Inc.	1	OCAHO 26	7 1990
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO 13	0 1989
United States v. Maria Esther Lemus d/b/a Rancho Lemus	3	OCAHO 42	1 1992
United States v. Maria Sourovova	7	OCAHO 98	7 1998
United States v. Mario Saikhon, Inc.	1	OCAHO 27	9 1990
United States v. Marisol Chavez-Ramirez	5	OCAHO 77	4 1995
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO 86	5 1996
United States v. Martin Palominos-Talavera	6	OCAHO 89	6 1996
United States v. Martina Limon-Perez	5	OCAHO 79	6 1995
United States v. Neighbors of Hawaii d/b/a Tower of Power	1	OCAHO 26	2 1990
United States v. Nicolas Tinoco-Medina	6	OCAHO 89	0 1996
United States v. Noel Plastering & Stucco, Inc.	2	ОСАНО 37	7 1991
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO 27	4 1990
	2	ОСАНО 30	3 1991
	1	OCAHO 27	4 1990
	2	ОСАНО 30	3 1991

United States v. Orlando Diaz-Rosas	4	OCAHO 702	1994
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO 760	1995
	5	OCAHO 760	1995
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO 541	1993
United States v. Power Operating Company	3	OCAHO 580	1993
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO 373	1991
	2	OCAHO 354	1991
	2	OCAHO 337	1991
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	OCAHO 974	1997
United States v. Robert Marnul d/b/a Lamont Street Grill	3	OCAHO 441	1992
United States v. Roberto C. Davila	7	OCAHO 936	1997
	7	OCAHO 936	1997
United States v. Rosario Cuevas d/b/a El Pollo Real	1	OCAHO 273	1990
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	1	OCAHO 232	1990
United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn	1	OCAHO 87	1989

United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO 2	297	1991
	1	OCAHO 2	245	1990
United States v. The Beverly Center	5	OCAHO 7	762	1995
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO 4	412	1993
United States v. Tri-Component Product Corporation	5	OCAHO 8	821	1995
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO 4	409	1992
United States v. USA Café	1	OCAHO 4	42	1989
United States v. Valencia Bar & Liquors, Inc.	7	OCAHO 9	995	1998
United States v. Walia's, Inc. d/b/a Walia's Restaurant	1	OCAHO 1	122	1990
United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products	3	OCAHO 4	483	1993
United States v. Weymoor Investments, Limited	1	OCAHO S	56	1989
United States v. William and Maria Sievert	1	OCAHO 2	294	1991
United States v. Wood 'N Stuff	3	OCAHO 5	574	1993
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO 1	1092	2003
Wisniewski v. Douglas County School System	1	OCAHO 2	29	1988
Zelleka Getahun v. DuPont Merck Pharmaceutical Company	8	OCAHO 1	1029	1999

06/17/2021 TOPICAL INDEX

SUMMARY DECISION

Hearsay Evidence				
	Celia Simon v. Ingram Micro, Inc. United States v. China Wok Restaurant, Inc., a Nebraska Corporation United States v. Snack Attack Deli, Inc.	9 4 10	OCAHO 1088 OCAHO 608 OCAHO 1137	2003 1994 2010
Issue Is Material If It Might Affect the Outcome of the	ne Case and Must Inevitably Be Decided United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО 1301	2017
Issue of Fact Is Genuine Only If It Has A Real Basis	in the Record			
	Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. United States v. Agri-Systems d/b/a ASI Industrial		OCAHO 1321a OCAHO 1301	2019 2017
	United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO 1242	2015

TOPICAL INDEX			06/17/2021			
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020	
	United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016	
SUMMARY DECISION						
Jurisdiction						
	Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante	7	ОСАНО	970	1997	
	Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020	
Knowledge						
	Martin John Shortt v. Dick Clark's American Bandstand Grill	10	ОСАНО	1130	2009	
	United States v. Felipe De Leon-Valenzuela	7	ОСАНО	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	ОСАНО	828	1995
	6	ОСАНО	828	1995
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	ОСАНО	729	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
United States v. DJ Drywall, Inc.	10	ОСАНО	1136	2010
United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016
United States v. Intelli Transport Services, Inc.	13	ОСАНО	1319	2019
United States v. International Packaging, Inc.	12	ОСАНО	1275	2016
	12	ОСАНО	1275	2016
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	ОСАНО	851	1996
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	ОСАНО	760	1995
	5	ОСАНО	760	1995

SUMMARY DECISION

Modification(s)

Sufficiency

Motion for Summary Decision Treated As Motion to Dismiss

SUMMARY DECISION	Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	ОСАНО	1284	2016
Motion to Dismiss Treated As Motion for Summary	Decision Where Evidence Outside Pleadings is Considered				
	Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	ОСАНО	1332g	2020
	United States v. Split Rail Fence Company, Inc.	11	ОСАНО	1216	2015
		11	ОСАНО	1216	2014
Movant Bears Initial Burden to Demonstrate Absen	ce of Genuine Issue of Material Fact				
	United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
	United States v. Golden Employment Group, Inc.	12	ОСАНО	1274	2016
	United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
	United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
	United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016

TOTICAL INDEX	00/17/2021
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 2020
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14 OCAHO 1359a 2021
United States v. Samuel Tominiyi Fasakin	14 OCAHO 1375 2020
United States v. Senox Corporation	11 OCAHO 1219 2014
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11 OCAHO 1267 2016
SUMMARY DECISION	
Moving Party Who Bears Burden of Proof At Trial Must Present Sufficient Evidence to Support	
United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services	11 OCAHO 1257 2015
Zaji Obatala Zajradhara	14 OCAHO 1363c 2021

Nonmoving Party Who Bears Burden of Proof at Trial Must Present Sufficient Evidence to Support Claim

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015
Martine Mbitaze v. City of Greenbelt	13	ОСАНО	1345a	2020
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	ОСАНО	1203	2013
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015

SUMMARY DECISION

Notice and Opportunity to Respond Prior to Granting Summary Decision in Favor of Nonmoving Party

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Notice of Conversion of Motion to Dismiss to Motion for Summary Decision

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

Notice to Pro Se Party

	Carlos Aciar v. Rosen's Delicatessen	9	ОСАНО	1086	2002
SUMMARY DECISION					
Omitting Document Number/Expiration Date May I	Be Technical/Procedural If Document Copy Attached				
	Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	ОСАНО	1075	2001
	Raul A. Gonzalez v. Tri-Component Products, Inc.	9	ОСАНО	1118	2005
	Seidou Diarrassouba v. Medallion Financial Corporation	9	ОСАНО	1076	2001
Order Denying Motion for Summary Decision					
	United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
Parties Generally Not Put to Burden or Expense of I	Hearing Absent Genuine, Material Factual Issue				
	United States v. Employer Solutions Staffing Group II, LLC	11	ОСАНО	1242	2015

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

SUMMARY DECISION

Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

Armando Huberth Crespo v. FAMSA, Inc.	13	ОСАНО	1337	2019
	13	ОСАНО	1337	2019
Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	ОСАНО	1321a	2019
United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО	1301	2017
United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	ОСАНО	1276	2016
United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Visiontron Corp.	13	ОСАНО	1348	2020

Party Opposed Must Provide Specific Facts Showing Genuine Issue of Material Fact for Hearing

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	ОСАНО	1261	2015
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
United States v. Agri-Systems d/b/a ASI Industrial	12	ОСАНО	1301	2017
United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	ОСАНО	1258	2015
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	ОСАНО	1286	2016
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	ОСАНО	1260	2015
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	ОСАНО	1382	2020

SUMMARY DECISION

Party Opposed to Summary Decision May Not Rest on Mere Allegations or Denials in Pleading

United States v. Cawoods Produce, Inc.	12	ОСАНО	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	ОСАНО	1281	2016
United States v. Hair U Wear, LLC	11	ОСАНО	1268	2016
United States v. Ideal Transportation Co., Inc.	12	ОСАНО	1290	2016
United States v. Muniz Concrete & Contracting, Inc.	12	ОСАНО	1278	2016
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020
	14	ОСАНО	1380a	2021
United States v. Senox Corporation	11	ОСАНО	1219	2014
United States v. Solutions Group International, LLC	12	ОСАНО	1288	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	ОСАНО	1267	2016

SUMMARY DECISION

Reasonable Inferences Do Not Include Those Inferences So Tenuous as to Amount to Speculation

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

Standard

Benjamin Barone v. Superior Washer and Gasket Corp.	10	ОСАНО	1176	2013
Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	ОСАНО	1005	1998
Daniel Bendig v. Conoco, Inc.	9	ОСАНО	1065	2001
Gurpreet Sodhi v. Maricopa Medical Center	10	ОСАНО	1127	2008
Jose Pablo Martinez v. Superior Linen	10	ОСАНО	1180	2013
Natasha Dionne Humphries v. PalmOne	9	ОСАНО	1112	2004
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	ОСАНО	929	1997
Russell M. Hamilton v. The Recorder	7	ОСАНО	968	1997
United States v. IBP, Inc.	8	ОСАНО	1021	1999
United States v. Jonel, Inc.	7	ОСАНО	967	1997
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	96	1989
United States v. Spring & Soon Fashion, Inc.	8	ОСАНО	1003	1998

SUMMARY DECISION

Sufficiency of Evidence Supporting Motion for Summary Decision

United States v. Alma Delia Rubio-Reyes	14	ОСАНО	1349	2020
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	ОСАНО	1359a	2021
United States v. Samuel Tominiyi Fasakin	14	ОСАНО	1375	2020
United States v. Sanchita Bhattacharya	14	ОСАНО	1380	2020

SUMMARY DECISION

Summary Decision Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

United States v. Agri-Systems d/b/a ASI Industrial	12 OCAHO 1301 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
United States v. Eriksmoen Cottages, Ltd.	14 OCAHO 1355a 2020
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. Ideal Transportation Co., Inc.	12 OCAHO 1290 2016
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 2020
United States v. Sanchita Bhattacharya	14 OCAHO 1380 2020

TODICAL INDEV 06/17/2021

TOPICAL INDEX	06/17/2021							
United States v. Senox Corporation	1	1 ОСАНО	1219	2014				
United States v. Solutions Group Inte	rnational, LLC	2 OCAHO	1288	2016				
United States v. Spectrum Technical i Inc.	Staffing Services, Inc., and Personnel Plus, 12	2 OCAHO	1291	2016				
		2 OCAHO	1289	2016				
Zaji Obatala Zajradhara v. Donghui Kengxindun Apartment Rental	Kengxindun Corporation d/b/a 1-	4 ОСАНО	1382	2020				
SUMMARY DECISION								
Summary Decision Does Not Issue Automatically Even If Nonmoving Party Fails to Respond to Motion								
United States v. Hair U Wear, LLC	1	1 OCAHO	1268	2016				
United States v. Metropolitan Enterp	rises, Inc.	2 OCAHO	1297	2017				
United States v. Wave Green, Inc. d/b	o/a Golden Farm Market 1	1 OCAHO	1267	2016				

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

SUMMARY DECISION

Unsupported Statement In A Brief Is Not Sufficient to Raise a Genuine Issue of Material Fact								
	United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	ОСАНО	1338	2020			
Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact								
	United States v. Eriksmoen Cottages, Ltd.	14	ОСАНО	1355	2020			
	United States v. Jalisco's Bar and Grill, Inc.	11	ОСАНО	1224	2014			
TAX PROTESTER								
Attorney Fees								
	Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.	7	ОСАНО	990	1998			
	Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	7	ОСАНО	969	1997			
	Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	966	1997			
	Michael K. Lee v. Airtouch Communications	7	ОСАНО	926	1997			

TAX PROTESTER

Discrimination

Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	963	1997
Russell M. Hamilton v. The Recorder	7	ОСАНО	978	1997
Christopher Winkler v. Timlin Corporation	6	ОСАНО	912	1997
Costigan v. NYNEX	6	ОСАНО	918	1997
Earl Russel Horne v. Town of Hampstead	6	ОСАНО	906	1997
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	ОСАНО	934	1997
Hollingsworth v. Applied Research Associates	7	ОСАНО	942	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
James R. Cook v. Pro Source, Inc.	7	ОСАНО	960	1997
Kosatschkow v. Allen-Stevens Corporation	7	ОСАНО	938	1997
Lee v. AT&T	7	ОСАНО	924	1997
Lonnie W. Hogenmiller v. Lincare, Inc.	7	ОСАНО	953	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	ОСАНО	925	1997
	7	ОСАНО	925	1997

TOPICAL INDEX			00/17/20	J
Michael K. Lee v. Airtouch Communications	6	ОСАНО	901	1996
Richard F. Lareau v. US Airways, Inc.	7	ОСАНО	932	1997
Ronald C. Wilson v. Harrisburg School District	6	ОСАНО	919	1997
Werline v. Public Service Electric & Gas Company	7	ОСАНО	935	1997
Christopher Winkler v. West Capital Financial Services	7	ОСАНО	928	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	ОСАНО	939	1997
Hutchinson v. GTE Data Services	7	ОСАНО	954	1997
Jay S. Manning v. The City of Jacksonville	7	ОСАНО	956	1997
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	7	ОСАНО	969	1997
Bunn v. USX/US Steel	7	ОСАНО	985	1998

TAX PROTESTER

Document Abuse

Dismissal

	10110.1211.12211			
	Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO 923	1997
TAX PROTESTER				
Failure to State a Claim				
	Bunn v. USX/US Steel	7	OCAHO 985	1998
	Russell M. Hamilton v. The Recorder	7	OCAHO 968	1997
	Susan K. Horst v. Juneau School District City and Borough of Juneau	7	OCAHO 957	1997
Jurisdiction				
	Bunn v. USX/US Steel	7	ОСАНО 985	1998
	Christopher Winkler v. West Capital Financial Services	7	OCAHO 928	1997
	D'Amico v. Erie Community College	7	OCAHO 948	1997
	Hollingsworth v. Applied Research Associates	7	OCAHO 942	1997
	Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO 939	1997
	Hutchinson v. GTE Data Services	7	OCAHO 954	1997

	Jay S. Manning v. The City of Jacksonville	7	OCAHO 956	1997
	Kosatschkow v. Allen-Stevens Corporation	7	OCAHO 938	1997
	Lee v. AT&T	7	OCAHO 924	1997
	Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO 953	1997
	Werline v. Public Service Electric & Gas Company	7	OCAHO 935	1997
TAX PROTESTER				
Subject Matter Jurisdiction				
	James R. Cook v. Pro Source, Inc.	7	OCAHO 960	1997
	Richard F. Lareau v. US Airways, Inc.	7	OCAHO 932	1997
TEN DAY NOTICE RULE				
Generally				
	United States v. Auburn University	3	OCAHO 564	1993
	United States v. Frank's Meat Company, a Sole Proprietorship	3	OCAHO 513	1993
TIME COMPUTATIONS				

5/10 Year Rule

Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO 607	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	OCAHO 726	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO 660	1994
Ramnik M. Trivedi v. Northron Corporation and Department of Defense	4	OCAHO 603	1994
namua 11. 1111eai 1. 110ruii op Corporation and Department of Defense	•	ocinio vos	1771
Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	OCAHO 548	1993
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO 716	1994
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO 348	1991
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO 648	1994
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO 595	1994
	Leonid Naginsky v. Department of Defense and EG&G Dynatrend Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division Ramnik M. Trivedi v. Northrop Corporation and Department of Defense Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc. Glauco Luiz Ortolano v. Wordperfect Company Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	Leonid Naginsky v. Department of Defense and EG&G Dynatrend 8 Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division 4 Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc. 3 Glauco Luiz Ortolano v. Wordperfect Company 4 Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4	Leonid Naginsky v. Department of Defense and EG&G Dynatrend Sociation 726 Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division 4 OCAHO 660 Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 OCAHO 603 Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc. 3 OCAHO 548 Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648

Jorge Mario Ipina v. Michigan Department of Labor	2	ОСАНО	386	1991
Joseph E. Sabol v. Northern Michigan University	9	ОСАНО	1107	2004
Julian Sahagun v. Bend-Pack, Inc.	5	ОСАНО	809	1995
Linda S. Walker v. United Airlines, Inc.	4	ОСАНО	686	1994
Roman Udala v. New York State Department of Education	4	ОСАНО	633	1994
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	7	ОСАНО	991	1998
	6	ОСАНО	907	1997
United States v. Auburn University	4	ОСАНО	617	1994
	4	ОСАНО	602	1994
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	861	1996
United States v. Weld County School District	2	ОСАНО	326	1991
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	ОСАНО	695	1994
	4	ОСАНО	653	1994
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994

Complaint

•				
	Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO 648	1994
	Joseph E. Sabol v. Northern Michigan University	9	OCAHO 1107	2004
	United States v. Agripac, Inc.	8	OCAHO 1028	1999
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO 601	1994
	United States v. Workrite Uniform Company, Inc.	5	OCAHO 736	1995
TIME COMPUTATIONS				
Continuing Violation(s)				
	United States v. Fairfield Jersey, Inc.	9	OCAHO 1069	2001

Documents are not Considered Filed Until Received By OCAHO

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Equitable Estoppel

Equitable Tolling

TIME COMPUTATIONS

Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO 11	102 2003
Roman Udala v. New York State Department of Education	4	OCAHO 63	1994
Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO 11	102 2003
Ephrain Manuel Berlanga v. Butterball Company	4	OCAHO 66	59 1994
Galdino Casillas Garcia v. McCarron Electric Company	5	OCAHO 74	17 1995
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO 71	16 1994
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO 64	1994
Joseph E. Sabol v. Northern Michigan University	9	OCAHO 11	2004
Linda S. Walker v. United Airlines, Inc.	4	OCAHO 68	36 1994
Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	OCAHO 12	235 2014

4 OCAHO 600

4 OCAHO 633

1994

1994

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

Roman Udala v. New York State Department of Education

	Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	ОСАНО	882	1996	
	Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	ОСАНО	1188	2013	
	Sara Caspi v. William J. Hoffman and Trigild Corporation	7	ОСАНО	991	1998	
	United States v. Workrite Uniform Company, Inc.	5	ОСАНО	736	1995	
	Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company		ОСАНО	653	1994	
	Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994	
TIME COMPUTATIONS						
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge						
	Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018	
	Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	ОСАНО	1235	2014	
Generally						
	Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	ОСАНО	785	1995	

George Suchta v. United States Postal Service	2	ОСАНО	327	1991
In re Investigation of Modern Maintenance, Subpoena	2	ОСАНО	359	1990
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
John C. Grodzki v. OOCL, Inc.	1	ОСАНО	295	1991
Juan J. Salcido v. New-Way Pork Company	3	ОСАНО	425	1992
Michael Williamson v. Autorama, Inc.	1	ОСАНО	174	1990
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	ОСАНО	1115	2005
Stephen A. Lewis v. McDonald's Corporation	2	ОСАНО	383	1991
United States v. Christie Automotive Products	2	ОСАНО	365	1991
United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall	2	ОСАНО	353	1991
United States v. Dodge Printing Centers, Inc.	1	ОСАНО	181	1990
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	2	ОСАНО	389	1991
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	ОСАНО	96	1989
United States v. Mesa Airlines	1	ОСАНО	74	1989
	1	ОСАНО	74	1989
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	ОСАНО	274	1990
	2	ОСАНО	312	1991

United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	ОСАНО	303	1991
	1	ОСАНО	274	1990
	2	ОСАНО	303	1991
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	ОСАНО	182	1990
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	ОСАНО	91	1989
United States v. Southwest Marine Corporation, a California Corporation	3	ОСАНО	429	1992
	2	ОСАНО	400	1989
United States v. Weld County School District	2	ОСАНО	378	1991
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	ОСАНО	660	1994
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	ОСАНО	892	1996
Sara Caspi v. William J. Hoffman and Trigild Corporation	7	ОСАНО	991	1998
	6	ОСАНО	907	1997
United States v. Auburn University	4	ОСАНО	617	1994
United States v. Hyatt Regency Lake Tahoe	6	ОСАНО	879	1996

TIME COMPUTATIONS

Memorandum of Understanding (MOU)

TITLE VII

Direct Evidence					
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
Discrimination Claims Against Employment Agenci	es				
	Robert Heath v. Asta CRS, Inc.	14	ОСАНО	1385	2021
Generally					
	Adnan Niaz Mir v. Federal Bureau of Prisons	3	ОСАНО	510	1993
	Corneliu Curuta v. United States Water Conservation Laboratory	3	ОСАНО	459	1992
	Emil Anis Halim v. Accu-Labs Research, Inc.	3	ОСАНО	474	1992
	Ghaffar Sepahpour v. Unisys, Inc.	3	ОСАНО	500	1993
	Jack Huang v. Queens Motel	2	ОСАНО	364	1991

Jaime Banuelos v. Transportation Leasing Company	1	OCAHO 156	1990
Jose Ortega v. Vermont Bread	3	OCAHO 475	1993
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO 466	1992
Marian Ryba v. Temple Steel Company	1	OCAHO 289	1991
Michael Williamson v. Autorama, Inc.	1	OCAHO 174	1990
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	OCAHO 457	1992
Omar Egal v. Sears Roebuck & Company	3	OCAHO 442	1992
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO 458	1992
Syed Fayyaz v. The Sheraton Corporation	1	OCAHO 152	1990
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO 106	1989
United States v. Marcel Watch Corporation	1	OCAHO 143	1990
United States v. San Diego Semiconductors, Inc.	2	OCAHO 314	1991
United States v. Weld County School District	2	OCAHO 326	1991
	2	OCAHO 378	1991

TITLE VII

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

TOTICAL INDEX			00/1//2	021
Garth Anton Hayden v. New York Police Department	13	ОСАНО	1313	2018
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	ОСАНО	1259	2015
Prakash Sinha v. Infosys	14	ОСАНО	1373	2020
Travis John Guth v. Kaiser Permanente Hawaii	10	ОСАНО	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	ОСАНО	1095	2003
Drahomira Adame v. Dunkin Donuts	5	ОСАНО	722	1995
	4	ОСАНО	691	1994
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	ОСАНО	648	1994
Mr. Doron Tal v. M. L. Energia, Inc.	4	ОСАНО	705	1994
United States v. Hotel Martha Washington Corporation	5	ОСАНО	786	1995

TITLE VII

Jurisdiction

Intent to Discriminate

	TOTICAL INDEX			00/17/	2021
	United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	ОСАНО	937	1997
TITLE VII					
Mixed Motive Discrimination					
	Dolores Garcia Contreras v. Cascade Fruit Company	9	ОСАНО	1090	2003
	United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	ОСАНО	636	1994
OCAHO Jurisprudence Looks To Cases Under Title	VII for General Guidance in Interpreting Section 1324b				
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016
	Temitope Ogunrinu v. Law Resources	13	ОСАНО	1332	2019
Retaliation					
	Krzysztof Zarazinski v. Anglo Fabrics, Company	4	ОСАНО	638	1994
	Linda Chellouf v. Inter American University of Puerto Rico	12	ОСАНО	1269	2016

VACATIONS

	ing of Fact and Conclusion of Law Not Support by Record			
Retaliation	United States v. Crescent City Meat Company, Inc.		OCAHO 1217 OCAHO 1217	2014 2014
Remand	United States v. Jabil Circuit, Inc.	10) OCAHO 1146	2012
Generally				
	Benjamin A. K. Yohan v. Central State Hospital Hernandez v. Farley Candy Company	4 5		1994 1995
	Joan A. Lardy v. United Airlines, Inc.	3	OCAHO 493	1993

WITHDRAWAL

Administrative Law Judge				
	United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	OCAHO 312	1991
Admission(s)				
	United States v. Tempo Plastic Company, Inc.	8	OCAHO 1010	1998
Attorney(s)				
			0.01110.00	1001
	United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO 397	1991
	United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	OCAHO 900	1996
	United States v. Cristina Galeas	5	OCAHO 790	1995
	United States v. El Mexicano Taco Shop	1	OCAHO 59	1989
	United States v. Esther Flores-Martinez	4	OCAHO 647	1994

United States v. Esther Flores-Martinez	4	OCAHO 682	1994
United States v. Flat Knitting Mills Company, Inc.	2	OCAHO 317	1991
United States v. Green Plaza, Inc.	4	OCAHO 618	1994
United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants	1	OCAHO 131	1990
United States v. K & M Fashions, Inc.	3	OCAHO 411	1992
United States v. Maria Celia Aispuro-Nunez	5	OCAHO 745	1995
United States v. Mark's Electrical Contracting Corporation	4	OCAHO 641	1994
United States v. Midtown Fashion, Inc.	4	OCAHO 657	1994
	4	OCAHO 665	1994
United States v. Mourad Abu Remileh	4	OCAHO 680	1994
United States v. Nancy Mubarki	5	OCAHO 816	1995
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO 236	1990
	1	OCAHO 284	1991
	1	OCAHO 207	1990
United States v. Pan American Supply Company, Inc.	5	OCAHO 804	1995
United States v. Renato Parondo Jaque	6	OCAHO 823	1995
	6	OCAHO 823	1995

	TOFICAL INDEX			00/17/20	021
	United States v. Scandia Interiors, Inc.	1	OCAHO 2	290	1991
	United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	3	OCAHO 5	589	1993
	United States v. Ziagul Zekreya	4	OCAHO 6	583	1994
WITHDRAWAL					
Charging Party					
	United States v. Monfort, Inc.	4	OCAHO 5	597	1994
Conditional Grant of Motion to Withdraw					
	United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	OCAHO 1	1312a	2018
	United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	OCAHO 1	1312	2018
	United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	OCAHO 1	1312	2018

Effect on Settlement

IUPICAL INDEX			00/1//20	021
United States v. American Airlines	8	ОСАНО	1044	2000
WITHDRAWAL				
Generally				
Leonid Naginsky v. Department of Defense	5	ОСАНО	795	1995
Motion(s)				
United States v. Esther Flores-Martinez	4	ОСАНО	647	1994
Office of Special Counsel/Immigrant and Employee Rights Section				
United States v. Auburn University	4	ОСАНО	658	1994
Party/Parties				

	Earl Russel Horne v. Town of Hampstead	6	OCAHO 884	1996
	United States v. Auburn University	4	OCAHO 662	1994
WITHDRAWAL				
Representation				
	United States v. Esther Flores-Martinez	4	OCAHO 647	1994
	United States v. Renato Parondo Jaque	6	OCAHO 823	1995
		6	OCAHO 823	1995
	United States v. Technical Marine Maintenance and Gulf Coast Workforce	13	OCAHO 1312a	2018
	United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC	13	OCAHO 1312	2018
	United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC	13	OCAHO 1312	2018
Request for a Hearing				
	United States v. Kanon Associated Services, Inc.	5	OCAHO 800	1995
	omen sines v. Ednon rissociated services, inc.	J	321110 000	1775

WITNESSES

Generally

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	ОСАНО	1131	2009
United States v. Armando Alvarez-Suarez	4	ОСАНО	655	1994
United States v. Dolly Boman Irani	6	ОСАНО	860	1996
United States v. Mushtaq Ahmed Chaudhry	3	ОСАНО	588	1993