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United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

Court Takes Seriously Any Credible Allegation of Professional Misconduct

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Decision to Bifurcate Proceedings Is In the Court's Discretion

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

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United States v. Maverick Construction LLC	15	OCAHO	1405	2021

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Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
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United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO	852	1996
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United States v. Continental Forestry Service	6	OCAHO	836	1996
United States v. Hotel Valet, Inc. d/b/a New York Valet	6	OCAHO	849	1996
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United States v. Moses Sportswear, Inc.	6	OCAHO	841	1996
United States v. Rodeo Night Club	5	OCAHO	812	1995
United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge	15	OCAHO	1412	2022
United States v. Treescapes, Inc.	15	OCAHO	1389	2021
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Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022
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United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
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Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332i	2020
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United States v. Leonor Yolanda Ortiz	6	OCAHO	863	1996
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996
United States v. Pedro Dominguez	6	OCAHO	910	1997
United States v. Roberto C. Davila	6	OCAHO	902	1996
	6	OCAHO	903	1996
	6	OCAHO	895	1996

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United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
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A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Iron Workers Local 455 v. Lake Construction & Development Corporation	6	OCAHO	911	1997
Leonid Naginsky v. Department of Defense	5	OCAHO	802	1995

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Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	639	1994
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	613	1994
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
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Robert Heath v. IKON Systems and an Anonymous Employer	14	OCAHO	1377	2020
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	OCAHO	678	1994
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO	883	1996
United States v. Alberta Sosa, Inc.	5	OCAHO	731	1995
United States v. Alberto Noriega-Perez	5	OCAHO	798	1995
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. Armando Alvarez-Suarez	4	OCAHO	651	1994
United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	OCAHO	845	1996
United States v. Facebook, Inc.	14	OCAHO	1386d	2021
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United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1052	2000
United States v. Robison Fruit Ranch, Inc.	4	OCAHO	700	1994
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285a	2018
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United States v. Volvo Trucks North America, Inc.	8	OCAHO	1006	1998
United States v. Zabala Vineyards	5	OCAHO	734	1995
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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
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Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	1997
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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
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Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
	10	OCAHO	1128	2009
Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009

Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO	923	1997
Kasathsko v. Internal Revenue Service	6	OCAHO	840	1996
LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
Linda S. Walker v. United Airlines, Inc.	6	OCAHO	856	1996
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
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Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	628	1994
Olisaemeka Eze v. West County Transportation Agency	10	OCAHO	1140	2011
Rider F. Garcia v. Can-Am Electric, LLC	15	OCAHO	1401	2021
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Sanford J. Strauss v. Rite Aid Corporation	4	OCAHO	721	1994
Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.	17	OCAHO	1453	2022

Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	OCAHO	850	1996
Susan K. Horst v. Juneau School District City and Borough of Juneau	7	OCAHO	957	1997
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Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
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United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes	6	OCAHO	921	1997
United States v. Emiliano Rios-Villatoro	14	OCAHO	1364	2020
United States v. Facebook, Inc.	14	OCAHO	1386f	2021
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
United States v. Mayfly Fashion, Inc.	6	OCAHO	894	1996
United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1183	2013
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Simon Osagie Iyawe	5	OCAHO	744	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental 14 OCAHO 1382 2020

Zoila Palma v. Farley Foods 5 OCAHO 757 1995

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Documents are Not Considered Filed Until Received By OCAHO

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental 14 OCAHO 1382 2020

Double Jeopardy

United States v. Pedro Dominguez 6 OCAHO 876 1996

United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

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Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021
	15	OCAHO	1388a	2021
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
United States v. Chinese Back Rub d/b/a Chinese Massage	16	OCAHO	1424	2022

Equitable Tolling

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

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

United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

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Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450e	2023
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413d	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
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	6	OCAHO	862	1996
United States v. Dolly Boman Irani	6	OCAHO	860	1996

United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Kumar	6	OCAHO	833	1996
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United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

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	15	OCAHO	1388c	2021
	15	OCAHO	1388e	2021
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	645	1994
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021

Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	854	1996
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407b	2022
United States v. Red Lobster	4	OCAHO	631	1994

Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

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United States v. A&J Kyoto Japanese Restaurant, Inc.	10	OCAHO	1186	2013
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. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. New Outlook Homecare, LLC	10	OCAHO	1210	2014
United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	OCAHO	1194	2013
United States v. Pedro Dominguez	6	OCAHO	878	1996

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United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375c	2021

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Failure to Comply With Court Orders Frustrates Sound Case Management

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413b	2022
Robert Paul Heath v. Niha Technologies	16	OCAHO	1427a	2022
Robert Paul Heath v. Tringapps	15	OCAHO	1410c	2022

Failure to Timely File Answer

Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

Filing A Complaint Commences OCAHO Proceeding

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

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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 OCAHO 1332 2019

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

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Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant 15 OCAHO 1403 2021

United States v. Capital Fireproof Door 14 OCAHO 1372a 2022

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

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

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

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Final Order Based on Consent Findings

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant 15 OCAHO 1403 2021

United States v. Capital Fireproof Door 14 OCAHO 1372a 2022

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Formal Stage of OCAHO Case Does Not Begin Until the Complaint is Served on the Respondent

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

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Freedom of Information Act (FOIA)

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022

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	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

Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
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	1988
United States v. Roberto C. Davila	6	OCAHO	895	1996
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	3	OCAHO	589	1993
United States v. Zabala Vineyards	6	OCAHO	844	1996
	6	OCAHO	844	1996

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Hearing(s)

Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	1994
Hernandez v. Farley Candy Company	5	OCAHO	781	1995
United States v. R&M Fashion, Inc.	6	OCAHO	826	1995

Hearings Under 8 U.S.C. Section 1324b Are Conducted by ALJs

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

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If OCAHO Encounters Difficulty Serving the Complaint, ALJ May Direct Party to Execute Service

United States v. Commander Produce, LLC	16	OCAHO	1428	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444	2022

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

Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Robert Heath v. Ancile, Inc.	15	OCAHO	1411	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

Jeopardy

United States v. Pedro Dominguez	6	OCAHO	876	1996

United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

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Joint Stipulation of Dismissal With Prejudice

Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022

Judgment on the Pleadings

United States v. Chums Corporation	6	OCAHO	842	1996
	6	OCAHO	842	1996
United States v. Feliciano Leon-Gutierrez	6	OCAHO	875	1996
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

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Robert Heath v. Amazee Global Ventures	16	OCAHO	1433a	2022
Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
	15	OCAHO	1411a	2022
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385d	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395c	2022
Robert Heath v. Government System Technologies, Inc.	16	OCAHO	1437a	2022
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United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

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Failure To File Answer May Be Deemed a Waiver of Right to Appear and Contest Allegations

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Porfirio Sperandio	15	OCAHO	1400	2021
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454	2022
United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
	16	OCAHO	1428c	2022
	16	OCAHO	1428b	2022
	16	OCAHO	1428a	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448	2022
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

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Failure to Timely File Answer

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022

Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Commander Produce, LLC	16	OCAHO	1428a	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

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Filing Motion to Dismiss Does Not Affect Time Period for Filing an Answer

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023

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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	OCAHO	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	OCAHO	667	1994
United States v. Orlando Diaz-Rosas	4	OCAHO	702	1994

United States v. R&M Fashion, Inc.	6	OCAHO	826	1995
United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge	1	OCAHO	211	1990
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	OCAHO	163	1990
United States v. Rodeo Night Club	5	OCAHO	812	1995
United States v. Simon Osagie Iyawe	5	OCAHO	744	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	563	1993
United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.	2	OCAHO	346	1991
United States v. Zeferino Castillo, Individually	3	OCAHO	505	1993

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Good Cause for Failure to File a Timely Answer

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	OCAHO	1306a	2018
	13	OCAHO	1306	2017
Porfirio Sperandio	15	OCAHO	1400	2021
Prakash Sinha v. INFOSYS	14	OCAHO	1373a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Maria Gregorio-Gomez	14	OCAHO	1359	2020
United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
	17	OCAHO	1457a	2022
United States v. Treescapes, Inc.	15	OCAHO	1389	2021
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021

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If No Showing of Good Cause, Late Answer May Not Be Accepted

United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

Immunity

United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	OCAHO	644	1994

Inadequate

United States v. Alberta Sosa, Inc.	4	OCAHO	720	1994
	5	OCAHO	739	1995
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO	723	1995
United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	OCAHO	789	1995

United States v. El Mexicano Taco Shop	1	OCAHO	59	1989
United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge	1	OCAHO	20	1988
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. Hardeep Singh	3	OCAHO	520	1993
United States v. Kumar	6	OCAHO	833	1996
	6	OCAHO	833	1996
United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company	1	OCAHO	114	1989
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	1989
United States v. M.B. Builders Corporation	1	OCAHO	145	1990
United States v. Marisol Chavez-Ramirez	5	OCAHO	774	1995
United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally	1	OCAHO	86	1989
United States v. Mourad Abu Remileh	4	OCAHO	706	1994
United States v. Mr. Pablo Saucedo	1	OCAHO	41	1989
United States v. Nogales Body Shop & Trailer Repair	1	OCAHO	30	1988
United States v. Patricio Torres, Individually and d/b/a Superior Roof Services	1	OCAHO	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

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Leave to File Amended Answer in Response to Amended Complaint

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022

Motion Requesting Copy of Answer

United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454a	2022

Motion to Strike

United States v. Great Earth Companies, Inc. 9 OCAHO 1070 2001

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

United States v. U.S. Style, Inc. 5 OCAHO 793 1995

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Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

No Response

D'Amico v. Erie Community College 7 OCAHO 927 1997

Galdino Casillas Garcia v. McCarron Electric Company 5 OCAHO 747 1995

Miguel A. Gallegos v. Magna-View, Inc. 4 OCAHO 628 1994

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

Tyrone Robinson v. New York State Family Court	5	OCAHO	814	1995
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	742	1995
United States v. Burns and Intra-Continental Enterprises	5	OCAHO	759	1995
United States v. Columbia Sportswear Manufacturers, Inc.	5	OCAHO	808	1995
United States v. Continental Forestry Service	6	OCAHO	836	1996
United States v. Cordin Company	10	OCAHO	1162	2012
United States v. Giamblis Enterprises	5	OCAHO	807	1995
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	681	1994
United States v. Karnival Fashion, Inc.	5	OCAHO	769	1995
United States v. Louie's Wine Dive, LLC	15	OCAHO	1404	2021
United States v. McDonnell Douglas Corporation	4	OCAHO	616	1994
United States v. Milwhite, Inc.	17	OCAHO	1469a	2023
United States v. Mushtaq Ahmed Chaudhry	4	OCAHO	666	1994
United States v. Rodeo Night Club	5	OCAHO	812	1995
United States v. Tri-Component Product Corporation	5	OCAHO	821	1995
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022
United States v. U.S. Style, Inc.	6	OCAHO	827	1995

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Order Accepting Untimely Answer

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

Order Denying Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Order Granting Extension of Time to File Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

Order Requiring Filing of Amended Answer

United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022

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Order to Show Cause For Failure to File Answer

Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. Commander Produce, LLC	16	OCAHO	1428a	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448	2022
United States v. Sal's Lounge	15	OCAHO	1394b	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
	17	OCAHO	1457a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

16 OCAHO 1438 2022

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Order to Show Cause for Untimely Answer

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

Party That Fails to Timely Answer a Complaint is in Default

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

16 OCAHO 1418b 2022

Reasons to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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Request for a Hearing

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

Requirements

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461 2022

Respondent Did Not Proffer Good Cause for Its Failure to File a Timely Answer

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

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Respondent Must File an Answer to the Complaint to Contest a Material Fact or Penalty Assessment

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462a 2023

United States v. Commander Produce, LLC 16 OCAHO 1428a 2022

Respondent's Refusal to Sign Certificate of Personal Service Does Not Alleviate Responsibility to File Answer

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Supplemental Brief

United States v. Williams Produce, Inc. 4 OCAHO 671 1994

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Timeliness

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Monica Zapata-Cosio	4	OCAHO	685	1994
United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022

United States v. Spring & Soon Fashion, Inc.	8	OCAHO	1003	1998
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022
	16	OCAHO	1438	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

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Untimely Filing

Porfirio Sperandio	15	OCAHO	1400	2021
Prakash Sinha v. INFOSYS	14	OCAHO	1373a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419	2022

Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO	852	1996
United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	OCAHO	244	1990
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
United States v. Alberta Sosa, Inc.	5	OCAHO	739	1995
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Casa Orozco, Inc.	1	OCAHO	92	1989
United States v. Charles K. Bickford, Individually and d/b/a The Doll House Lounge	1	OCAHO	69	1989
United States v. Continental Sports Corporation	4	OCAHO	640	1994
United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	OCAHO	81	1989
United States v. Dynasty 21 Car Wash, Inc.	1	OCAHO	282	1990
United States v. Edith Fine	1	OCAHO	116	1989
	1	OCAHO	97	1989
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. Florencio Govea	1	OCAHO	40	1989

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. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company	1	OCAHO	114	1989
United States v. Maria Gregorio-Gomez	14	OCAHO	1359	2020
United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners	1	OCAHO	121	1990
United States v. Midtown Fashion, Inc.	4	OCAHO	665	1994
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Redwood Office Products, Inc.	1	OCAHO	193	1990
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
United States v. Treescapes, Inc.	15	OCAHO	1389	2021
United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company	1	OCAHO	88	1989
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

ANTI-INJUNCTION ACT

Subject Matter Jurisdiction

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

Richard F. Lareau v. US Airways, Inc. 7 OCAHO 932 1997

Tax Protester

Richard F. Lareau v. US Airways, Inc. 7 OCAHO 932 1997

ARBITRATION

Enforcement

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1096 2003

ARBITRATION

Federal Arbitration Act

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1096 2003

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1096 2003

Motion to Compel

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1096 2003

Unconscionability

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1096 2003

ARBITRATION

Waiver

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1096 2003

ATTORNEY

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

ALJ Accepted Oral Notice of Appearance at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

ALJ Exercised Discretion to Accept Filing From Attorney Despite Lack of Notice of Appearance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

ATTORNEY

Appearance

In re Investigation of Georgia Institute of Technology	15	OCAHO	1399	2021
James R. Cook v. Pro Source, Inc.	7	OCAHO	960	1997
Johnson v. Florida Power Corporation	7	OCAHO	981	1997
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414a	2022
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

Attorney Must File Notice of Appearance to Represent Party in OCAHO Proceedings

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

ATTORNEY

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

Terri Ann Jablonski v. Kelly Legal Services, et al. 12 OCAHO 1282 2016

Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI 12 OCAHO 1272 2016

Terri Ann Jablonski v. Yorkson Legal, et al. 12 OCAHO 1273 2016

Attorney's Filing of Request for Hearing Constitutes Notice of Appearance

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United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444	2022

Limit Scope of Discovery

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
United States v. Swift & Co.	9	OCAHO	1073	2001

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

AUTHORITY OF OCAHO

OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

OCAHO Has Broad Authority to Control Discovery

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

OCAHO Lacks Authority to Issue Restraining Orders

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

OCAHO Lacks Jurisdiction Over Naturalization Process and Naturalization Applications

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400c 2022

AUTHORITY OF OCAHO

OCAHO Rules Vest ALJ With All Appropriate Powers to Regulate Proceedings

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395b 2022

Robert Heath v. Smart Works, LLC 16 OCAHO 1434 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410b 2022

Power to Stay Proceedings is Incidental to Court's Power to Control Disposition of Cases

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

AUTHORITY OF OCAHO

Regulatory

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

Sanctions

Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1104	2004

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

AUTHORITY OF OCAHO

Statutory

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 5 OCAHO 748 1995

4 OCAHO 601 1994

Upon Motion, The Court May Provide a Courtesy Copy of a Pleading

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

BACK PAY

Back Pay Denied Where Complainant Made More in Interim Earnings Than Lost Wages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Back Pay Should Only Be Denied in Exceptional Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

BACK PAY

Back Pay Typically Ordered to Compensate Discriminate for Earnings Lost Due to Discrimination

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

Back Pay Typically Ordered to Compensate Individual for Earnings Lost Due to Discrimination

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Definition

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Document Abuse

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 1994

Zelleka Getahun v. Dupont Merck Pharmaceutical Company 8 OCAHO 1041 1999

BACK PAY

Duty to Mitigate Damages Under Section 1324b

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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

Employer Bears the Burden of Demonstrating Interim Earnings

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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

BACK PAY

Generally

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 1997

United States v. A.J. Bart, Inc. 3 OCAHO 538 1993

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

Zelleka Getahun v. Dupont Merck Pharmaceutical Company 8 OCAHO 1041 1999

Mixed Motive Discrimination

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 1994

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, LLC 11 OCAHO 1265 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

United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439	2022

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

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

Continuance

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

BURDEN OF PROOF

Discovery

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

16 OCAHO 1438b 2022

Document Fraud

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Employee

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

BURDEN OF PROOF

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	577	1993
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO	526	1993
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO	785	1995
Chao v. McDonnell Douglas Corporation	6	OCAHO	824	1995
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997

Jarvis v. AK Steel	7	OCAHO	930	1997
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO	891	1996
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1035	1999
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	562	1993
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO	519	1993
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO	481	1993
United States v. Alvand, Inc. d/b/a 410 Diner	2	OCAHO	352	1991
	2	OCAHO	352	1991
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003

United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO	591	1993
United States v. Leonor Yolanda Ortiz	6	OCAHO	889	1996
United States v. McDonnell Douglas Corporation	4	OCAHO	676	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	1993
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Yves Nguyen v. ADT Engineering, Inc.	3	OCAHO	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

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	OCAHO	1218	2014
United States v. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Natural Environmental, Inc.	10	OCAHO	1197	2013
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Super 8 Motel & Villella Italian Restaurant	10	OCAHO	1191	2013

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

BURDEN OF PROOF

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	OCAHO	1349a	2020
	14	OCAHO	1349	2020

BURDEN OF PROOF

Government Bears the Burden of Proving Liability and Penalty By a Preponderance of the Evidence

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021

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. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Metropolitan Enterprises, Inc.	12	OCAHO	1297	2017
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

BURDEN OF PROOF

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

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge	15	OCAHO	1412	2022

Government Met Burden of Proving Unauthorized Status of Some Employees

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

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

BURDEN OF PROOF

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016
United States v. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	OCAHO	1192	2013
United States v. Super 8 Motel & Villella Italian Restaurant	10	OCAHO	1191	2013

In Considering Non-Statutory Factor, Facts Must Support Favorable Exercise of Discretion

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	OCAHO	1218	2014
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016

BURDEN OF PROOF

Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

Mitigation

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996

Non-Statutory Factor Considered As Matter of Equity

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	OCAHO	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	OCAHO	1365	2020
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	OCAHO	1368	2020
	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

BURDEN OF PROOF

Party Moving for Dismissal Has Burden of Establishing That Dismissal Is Appropriate

United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375f	2022

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
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446a	2023
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

Party Moving for Preliminary Injunction Bears Burden of Persuasion

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

BURDEN OF PROOF

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 OCAHO 1370b 2021

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

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. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

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. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. R2M2 Rebar & Stressing, Inc.	14	OCAHO	1357	2020
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375	2020
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. Visiontron Corp.	13	OCAHO	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

BURDEN OF PROOF

Party Requesting Subpoena Has Burden of Proof to Establish Relevance

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

Party Seeking Anonymity Must Show Why It Is Necessary to Protect From Particularized Harm

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

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 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. Hartmann Studios, Inc. 11 OCAHO 1255 2015

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

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

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

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

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

BURDEN OF PROOF

Party Seeking Protective Order Has Burden of Showing Good Cause

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Petitioner Bears Burden of Proving that an Administrative 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

United States v. Leticia Velarde 14 OCAHO 1384 2020

BURDEN OF PROOF

Retaliation

Doris Rainwater v. Doctor's Hospice of Georgia, Inc. 12 OCAHO 1300 2017

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

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

Robert Y. Chu v. Fujitsu Network Transmission System, Inc. 5 OCAHO 778 1995

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Sanctions

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

When Party Moving for Summary Decision Meets Burden, Nonmoving Party Needs Contravening Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

BURDEN OF PROOF

Withdrawal

United States v. Auburn University 4 OCAHO 662 1994

CEASE AND DESIST

Cease and Desist Order Inapplicable to Paperwork Violations

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant 15 OCAHO 1403 2021

Document Fraud Violation

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

CEASE AND DESIST

Generally

United States v. Chuy's Paint & Body Shop 1 OCAHO 19 1988

United States v. National P.R. Engineer Corporation 1 OCAHO 146 1990

United States v. Sophie Valdez d/b/a La Parilla Restaurant 1 OCAHO 91 1989

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 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	1993
	3	OCAHO	554	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	146	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

CERTIFICATION

Order(s)

United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 1993

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

5 OCAHO 760 1995

United States v. Pedro Dominguez 6 OCAHO 876 1996

6 OCAHO 876 1996

6 OCAHO 876 1996

6 OCAHO 876 1996

United States v. Power Operating Company 3 OCAHO 561 1993

CHIEF ADMINISTRATIVE HEARING OFFICER

Affirmation(s)

United States v. Kaday Musu Thoronka	5	OCAHO	772	1995
	5	OCAHO	772	1995
United States v. Onion River Sports, Inc.	4	OCAHO	673	1994

CHIEF ADMINISTRATIVE HEARING OFFICER

Authority and Jurisdiction to Review

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	358	1991
	2	OCAHO	358	1991
	2	OCAHO	381	1991
United States v. Dodge Printing Centers, Inc.	1	OCAHO	181	1990
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. Karnival Fashion, Inc.	5	OCAHO	783	1995
	5	OCAHO	783	1995
United States v. Koamerican Trading Corporation	1	OCAHO	63	1989

United States v. Koamerican Trading Corporation	1	OCAHO	63	1989
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2020
United States v. Maka's Akamai Service	1	OCAHO	36	1988
	1	OCAHO	36	1988
United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1183	2013
United States v. New El Rey Sausage Company	1	OCAHO	78	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. Robert Cleek d/b/a Robert Cleek Concrete Company	1	OCAHO	182	1990
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	112	1989
United States v. Split Rail Fence Company, Inc.	10	OCAHO	1181	2013

CHIEF ADMINISTRATIVE HEARING OFFICER

Availability of Administrative Review in Cases Arising Under Section 1324b

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022

CHIEF ADMINISTRATIVE HEARING OFFICER

Certification(s)

United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

Generally

United States v. Danny Mathis d/b/a Mathis Maspory	4	OCAHO	717	1994
	4	OCAHO	717	1995
United States v. Karnival Fashion, Inc.	5	OCAHO	783	1995
	5	OCAHO	783	1995
United States v. Mushtaq Admed Chaudhry	3	OCAHO	576	1993

Modification by the Chief Administrative Hearing Officer

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

CHIEF ADMINISTRATIVE HEARING OFFICER

Modification(s)

United States v. Armando Alvarez-Suarez	4	OCAHO	699	1994
United States v. Corporate Loss Prevention Associates, Ltd.	6	OCAHO	908	1997
	6	OCAHO	908	1997
United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez	5	OCAHO	732	1995
	5	OCAHO	732	1995
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. Simon Osagie Iyawe 5 OCAHO 744 1995

CHIEF ADMINISTRATIVE HEARING OFFICER

Notification of administrative review

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

CITATION/CITATION PERIOD

Citation as Notice of Statutory Violation

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

United States v. Mester Manufacturing Company 1 OCAHO 18 1988

Generally

United States v. Big Bear Market 1 OCAHO 48 1989

United States v. Citizen's Utilities Company, Inc., Telephone Division 1 OCAHO 109 1989

United States v. Interdynamics, Inc. 3 OCAHO 433 1992

United States v. Mester Manufacturing Company 1 OCAHO 18 1988

United States v. New El Rey Sausage Company 1 OCAHO 78 1989

United States v. The Body Shop 1 OCAHO 149 1990

United States v. Walia's, Inc. d/b/a Walia's Restaurant 1 OCAHO 122 1990

CITATION/CITATION PERIOD

Standard for Issuing a Citation (Reason to believe)

United States v. New El Rey Sausage Company 1 OCAHO 78 1989

United States v. The Body Shop 1 OCAHO 149 1990

CIVIL MONEY PENALTY

United States v. La Fiesta, Inc. d/b/a Las Margaritas 1 OCAHO 24 1988

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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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 Good Faith

United States v. Visiontron Corp. 13 OCAHO 1348 2020

CIVIL MONEY PENALTY

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

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

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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

United States v. Natural Environmental, Inc. 10 OCAHO 1197 2013

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

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

United States v. 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

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

CIVIL MONEY PENALTY

Aggravation - Lack of Good Faith

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Modern Disposal Incorporated	10	OCAHO	1175	2013

Aggravation Based on Employer's Size of Business

United States v. Modern Disposal Incorporated	10	OCAHO	1175	2013
United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10	OCAHO	1178	2013
United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	OCAHO	1179	2013

CIVIL MONEY PENALTY

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. 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

CIVIL MONEY PENALTY

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

United States v. Niche, Inc.	11	OCAHO	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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
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

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. 11 OCAHO 1217 2014

11 OCAHO 1217 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; Office of the Chief Administrative Hearing Officer 10 OCAHO 1201 2013

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

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

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

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

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

CIVIL MONEY PENALTY

ALJ Is Not Bound by ICE's Method of Calculating Penalties

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 1348 2020

ALJ May Not Assess Penalties Above Maximum Permitted 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

CIVIL MONEY PENALTY

ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc.	11	OCAHO	1231	2014
United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
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

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

CIVIL MONEY PENALTY

Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States of America v. Danielle Messineo	14	OCAHO	1367	2020
	14	OCAHO	1367	2020
United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
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. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021
United States v. Visiontron Corp.	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Assessment of Penalty Greater Than Requested

United States v. Aid Maintenance Company, Inc.	8	OCAHO	1023	1999

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	OCAHO	1286	2016

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

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. 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
United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	OCAHO	1206	2013
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

CIVIL MONEY PENALTY

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

CIVIL MONEY PENALTY

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

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

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

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

Compliance

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

CIVIL MONEY PENALTY

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

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

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

Date of Penalty Assessment for Section 1324b Case is Date of Court Order Imposing Penalties

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Date of Penalty Assessment Is The Date ICE Serves the Notice of Intent to Fine

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO	1338	2020
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021
United States v. Visiontron Corp.	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Definition

United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias	2	OCAHO	330	1991
	2	OCAHO	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	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. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

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

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

CIVIL MONEY PENALTY

Document Abuse

United States v. Monfort, Inc.	4	OCAHO	597	1994
United States v. The Beverly Center	5	OCAHO	762	1995

Document Fraud

United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Pedro Dominguez	8	OCAHO	1000	1998
	8	OCAHO	1000	1998
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021

Double Jeopardy

United States v. Alberto Noriega-Perez	6	OCAHO	859	1996

United States v. Alberto Noriega-Perez 5 OCAHO 811 1995

CIVIL MONEY PENALTY

Draining Funds From Business Before Civil Penalty Undercuts Ability to Pay

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Eighth Amendment

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

Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine

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

Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations

United States v. Visiontron Corp. 13 OCAHO 1348 2020

CIVIL MONEY PENALTY

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 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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

CIVIL MONEY PENALTY

Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations

United States v. SKZ Harvesting, Inc. 11 OCAHO 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

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 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. Metropolitan Warehouse, Inc. 10 OCAHO 1207 2013

United States v. Pharaoh's Gentleman's Club, Inc. 10 OCAHO 1189 2013

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro 10 OCAHO 1206 2013

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

CIVIL MONEY PENALTY

Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

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

Excessive Money Penalties

United States v. A&J Kyoto Japanese Restaurant, Inc.	10	OCAHO	1186	2013
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. La Hacienda Mexican Café	10	OCAHO	1167	2013
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. New Outlook Homecare, LLC	10	OCAHO	1210	2014
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	OCAHO	1192	2013
United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	OCAHO	1194	2013
United States v. Pedro Dominguez	6	OCAHO	878	1996
United States v. Pharaoh's Gentleman's Club, Inc.	10	OCAHO	1189	2013
United States v. The Red Coach Restaurant, Inc.	10	OCAHO	1195	2013

CIVIL MONEY PENALTY

Excessiveness Determined Relative to Characteristics of Offense, Not Offender

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

CIVIL MONEY PENALTY

Factors

United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Fortune East Fashion, Inc.	7	OCAHO	992	1998
United States v. New China Buffet Restaurant	10	OCAHO	1132	2010
United States v. Pedro Dominguez	8	OCAHO	1000	1998
	8	OCAHO	1000	1998
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

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

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

CIVIL MONEY PENALTY

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

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

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

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

United States v. Visiontron Corp. 13 OCAHO 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	OCAHO	1281	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. 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. Safe-Air of Illinois, Inc.	12	OCAHO	1270	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. Visiontron Corp.	13	OCAHO	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

CIVIL MONEY PENALTY

Failure to Prepare I-9 Among Most Serious Paperwork Violations

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

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

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

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

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

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

CIVIL MONEY PENALTY

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

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

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

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

CIVIL MONEY PENALTY

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

Generally

Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	OCAHO	1141	2011
United States v. A-Plus Roofing, Inc.	1	OCAHO	209	1990

United States v. Applied Computer Technology	2	OCAHO	367	1991
	2	OCAHO	367	1991
United States v. Armando Alvarez-Suarez	6	OCAHO	862	1996
	6	OCAHO	862	1996
United States v. Big Bear Market	1	OCAHO	48	1989
United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	OCAHO	719	1994
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Busy Corner Sportswear, Inc.	3	OCAHO	511	1993
United States v. Camidor Properties, Inc.	1	OCAHO	299	1991
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO	453	1992
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	803	1995
United States v. Chuy's Paint & Body Shop	1	OCAHO	19	1988
United States v. Citizen's Utilities Company, Inc., Telephone Division	1	OCAHO	109	1989
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	OCAHO	799	1995
	5	OCAHO	799	1995

United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	1995
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. Diamond Construction, Inc.	3	OCAHO	451	1992
United States v. Dodge Printing Centers, Inc.	1	OCAHO	125	1990
United States v. Dr. Merrill Cahn, D.P.M.	1	OCAHO	127	1990
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	1992
United States v. El Azteca Dunkirk, Inc.	10	OCAHO	1172	2013
United States v. Elder Jerez d/b/a Green Scaping	3	OCAHO	420	1992
United States v. Felipe, Inc.	1	OCAHO	108	1989
	1	OCAHO	93	1989
United States v. Galilee Fashions, Inc.	4	OCAHO	697	1994
United States v. Gerald Hollendorfer	1	OCAHO	175	1990
United States v. Giamblis Enterprises	5	OCAHO	817	1995
United States v. Gloria Fashions, Inc.	6	OCAHO	887	1996
United States v. Guillermo Perales d/b/a Mexican Bakery	2	OCAHO	315	1991

United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Honeybake Farms, Inc.	2	OCAHO	311	1991
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO	945	1997
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO	756	1995
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	2011
United States v. Jesus Satarain, Individually	3	OCAHO	557	1993
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	OCAHO	300	1991
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
	3	OCAHO	512	1993
United States v. Kangaroo Express of Pueblo	3	OCAHO	581	1993
United States v. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	2011
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO	479	1992
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO	712	1994
United States v. Landscapes By Susanna	3	OCAHO	556	1993
	3	OCAHO	556	1993
	3	OCAHO	556	1993
	3	OCAHO	556	1993

United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	1989
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	1992
United States v. Mester Manufacturing Company	1	OCAHO	18	1988
United States v. Minaco Fashions, Inc.	3	OCAHO	552	1993
United States v. Monfort, Inc.	4	OCAHO	597	1994
United States v. Nancy Mubarki	5	OCAHO	816	1995
United States v. Neighbors of Hawaii d/b/a Tower of Power	1	OCAHO	262	1990
United States v. New China Buffet Restaurant	10	OCAHO	1132	2010
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	1992
	2	OCAHO	319	1991
	2	OCAHO	377	1991
United States v. Onion River Sports, Inc.	4	OCAHO	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 Landscape Management	3	OCAHO	559	1993
	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	OCAHO	297	1991
United States v. Snack Attack Deli, Inc.	10	OCAHO	1137	2010
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
	3	OCAHO	563	1993

United States v. The Beverly Center	5	OCAHO	762	1995
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	OCAHO	191	1990
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	445	1992
United States v. Tuttle's Design Build, Inc.	3	OCAHO	422	1992
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	449	1992
United States v. Visit USA Bureau - San Francisco, Inc.	1	OCAHO	155	1990
United States v. Wood 'N Stuff	3	OCAHO	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	OCAHO	1338	2020
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016
United States v. Hartmann Studios, Inc.	11	OCAHO	1255	2015
United States v. 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. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Visiontron Corp.	13	OCAHO	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

Good Faith Defense

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	758	1995
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	1995
	4	OCAHO	717	1994
	4	OCAHO	717	1995
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Draper-King Cole, Inc.	7	OCAHO	933	1997
	7	OCAHO	933	1997
United States v. Four Star Knitting, Inc.	6	OCAHO	868	1996
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO	945	1997
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	2011
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	1995
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
	6	OCAHO	865	1996
United States v. Mesabi Bituminous, Inc.	5	OCAHO	801	1995
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998

United States v. Pegasus Restaurant, Inc.	10	OCAHO	1143	2012
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	1994
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	OCAHO	974	1997
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. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. Tri-Component Product Corporation	6	OCAHO	853	1996
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	OCAHO	782	1995
United States v. Williams Produce, Inc.	5	OCAHO	730	1995

CIVIL MONEY PENALTY

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

CIVIL MONEY PENALTY

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	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. 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. 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. Niche, Inc.	11	OCAHO	1250	2015
United States v. Visiontron Corp.	13	OCAHO	1348	2020

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 OCAHO 1244 2015

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

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. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 2014

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. 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
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
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

CIVIL MONEY PENALTY

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

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge	15	OCAHO	1412	2022

Government Must Prove Aggravating Factor by Preponderance of Evidence

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. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	2015
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. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	OCAHO	1206	2013
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant	10	OCAHO	1208	2014

CIVIL MONEY PENALTY

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
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. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

CIVIL MONEY PENALTY

High Compliance Rate May Be Evidence of Good Faith

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020

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	OCAHO	1296	2017
United States v. Golden Employment Group, Inc.	12	OCAHO	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. 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. Keegan Varitey, LLC 11 OCAHO 1238 2014

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

CIVIL MONEY PENALTY

ICE Guidelines

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

If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine

United States v. Senox Corporation 11 OCAHO 1219 2014

Illegal Alien(s)

United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	OCAHO	1141	2011
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	803	1995
United States v. Fortune East Fashion, Inc.	7	OCAHO	992	1998
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. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO	945	1997
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	OCAHO	637	1994
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. Tri-Component Product Corporation	6	OCAHO	853	1996

CIVIL MONEY PENALTY

In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

United States v. Leticia Velarde 14 OCAHO 1384 2020

CIVIL MONEY PENALTY

INS Guidelines

United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation 7 OCAHO 986 1998

United States v. Pedro Dominguez 8 OCAHO 1000 1998

8 OCAHO 1000 1998

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

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

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

United States v. Kobe Sapporo Japanese, Inc. 10 OCAHO 1204 2013

Knowing Hire

United States v. Occupational Resource Management, Inc. 10 OCAHO 1166 2013

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

CIVIL MONEY PENALTY

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

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

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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	OCAHO	1226	2014
United States v. Crescent City Meat Company, Inc.	11	OCAHO	1223	2014
United States v. Kenneth McPeek Racing Stables, Inc.	11	OCAHO	1249	2015
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013

United States v. New Outlook Homecare, LLC	10	OCAHO	1210	2014

CIVIL MONEY PENALTY

Mitigation

Ahmad S. Elhajomar v. City and County of Honolulu	1	OCAHO	246	1990
	1	OCAHO	246	1990
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing	3	OCAHO	494	1993
United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	OCAHO	1141	2011
United States v. American McNair, Inc.	1	OCAHO	285	1991
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	758	1995
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. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO	200	1990
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995

United States v. Big Bear Market	1	OCAHO	48	1989
United States v. Boo Bears Den	1	OCAHO	71	1989
United States v. Broadway Tire, Inc.	2	OCAHO	310	1991
	1	OCAHO	226	1990
United States v. Business Teleconsultants, Ltd.	3	OCAHO	565	1993
	3	OCAHO	536	1993
United States v. Busy Corner Sportswear, Inc.	3	OCAHO	511	1993
United States v. Cafe Camino Real, Inc.	2	OCAHO	307	1991
United States v. Camidor Properties, Inc.	1	OCAHO	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	OCAHO	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

United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	67	1989
United States v. Continental Sports Corporation	5	OCAHO	799	1995
	5	OCAHO	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	OCAHO	933	1997
	7	OCAHO	933	1997
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	OCAHO	342	1991
United States v. Ebrahim Banafsheha	3	OCAHO	525	1993
	3	OCAHO	525	1993
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	1992
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	OCAHO	360	1991
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO	592	1994

United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
	3	OCAHO	591	1993
United States v. Felipe, Inc.	1	OCAHO	93	1989
United States v. Four Seasons Earthworks, Inc.	10	OCAHO	1150	2012
United States v. Four Star Knitting, Inc.	6	OCAHO	868	1996
United States v. Gerald Hollendorfer	1	OCAHO	175	1990
United States v. Giamblis Enterprises	6	OCAHO	834	1996
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
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. Guillermo Perales d/b/a Mexican Bakery	2	OCAHO	315	1991
United States v. H&H Saguaro Specialists	10	OCAHO	1147	2012
	10	OCAHO	1147	2012
United States v. Hilario Rodriguez, Jr.	1	OCAHO	276	1990
United States v. Honeybake Farms, Inc.	2	OCAHO	311	1991
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO	756	1995
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	2011

United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	260	1990
	1	OCAHO	264	1990
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO	195	1990
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	OCAHO	300	1991
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	2	OCAHO	394	1990
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	OCAHO	478	1992
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
	3	OCAHO	512	1993
United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection	3	OCAHO	403	1992
United States v. Juan V. Acevedo	1	OCAHO	95	1989
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. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO	24	1988
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	1991
United States v. LeMerengo/Rumors Restaurant	1	OCAHO	157	1990
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO	166	1990

United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	1991
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	1992
United States v. Masoud Pour d/b/a La Plaza Restaurant	1	OCAHO	164	1990
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	OCAHO	154	1990
United States v. Minaco Fashions, Inc.	3	OCAHO	587	1993
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	OCAHO	1013	1998
United States v. Mourad Abu Remileh	6	OCAHO	825	1995
United States v. Multimatic Products, Inc.	1	OCAHO	221	1990
United States v. New China Buffet Restaurant	10	OCAHO	1132	2010
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	1992
	2	OCAHO	377	1991
United States v. Orlando Diaz-Rosas	4	OCAHO	702	1994
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO	652	1994
United States v. Pedro Dominguez	8	OCAHO	1000	1998
	8	OCAHO	1000	1998
United States v. Pegasus Restaurant, Inc.	10	OCAHO	1143	2012

United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	1993
	3	OCAHO	559	1993
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	1994
United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant	3	OCAHO	424	1992
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	1993
	4	OCAHO	637	1994
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996
United States v. Richard Pizzuto Dimensions in Hair and Skin	3	OCAHO	447	1992
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	OCAHO	974	1997
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. Robert Watson d/b/a North State Tile Company	1	OCAHO	253	1990
United States v. Roberto C. Davila	7	OCAHO	936	1997
	7	OCAHO	936	1997
United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant	3	OCAHO	435	1992
United States v. Rosario Cuevas d/b/a El Pollo Real	1	OCAHO	273	1990

United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO	958	1997
United States v. Saeed Rahimzadeh Corporation	3	OCAHO	551	1993
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	297	1991
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO	509	1993
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. The Body Shop	1	OCAHO	185	1990
United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar	1	OCAHO	150	1990
United States v. Tri-Component Product Corporation	6	OCAHO	853	1996
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	449	1992
United States v. USA Café	1	OCAHO	42	1989
United States v. Williams Produce, Inc.	5	OCAHO	730	1995
United States v. Wood 'N Stuff	3	OCAHO	574	1993

CIVIL MONEY PENALTY

No Deterrent Effect When Employer Is No Longer in Business

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

CIVIL MONEY PENALTY

Non-Statutory Factor Considered As Matter of Equity

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

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

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

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

United States v. Natural Environmental, Inc. 10 OCAHO 1197 2013

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

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

CIVIL MONEY PENALTY

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

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. Romans Racing Stables, Inc.	11	OCAHO	1230	2014

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. Commander Produce, LLC	16	OCAHO	1428c	2022
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. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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. Visiontron Corp.	13	OCAHO	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

United States v. Senox Corporation 11 OCAHO 1219 2014

OCAHO May Examine ICE Fine de novo

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Senox Corporation 11 OCAHO 1219 2014

Offender's Resources Not Required Consideration In Assessing Penalty

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

CIVIL MONEY PENALTY

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Order Imposing Civil Penalty in Section 1324b Case

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

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

CIVIL MONEY PENALTY

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

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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. 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. Keegan Varitey, LLC	11	OCAHO	1238	2014

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

CIVIL MONEY PENALTY

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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	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	OCAHO	1319	2019
United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. M & D Masonry, Inc.	10	OCAHO	1211	2014
United States v. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. Natural Environmental, Inc.	10	OCAHO	1197	2013
United States v. New Outlook Homecare, LLC	10	OCAHO	1210	2014
United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	OCAHO	1194	2013
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	OCAHO	1209	2014
United States v. Visiontron Corp.	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Penalties Not Meant to Force Employers Out of Business or Result in Loss of Employment for Workers

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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

CIVIL MONEY PENALTY

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 Not Be Disproportionate to Employer's Revenue

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

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 OCAHO 1293 2016

United States v. Visiontron Corp. 13 OCAHO 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 1211 2014

Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

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

Person or Entity

Definition

United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias 2 OCAHO 330 1991

2 OCAHO 330 1991

CIVIL MONEY PENALTY

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

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

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

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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. Super 8 Motel & Villella Italian Restaurant 10 OCAHO 1191 2013

Presenting Forms I-9 Is Not As Serious As Complete Failure to Prepare or Present Forms I-9

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

CIVIL MONEY PENALTY

Previous Violation(s)

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

7 OCAHO 933 1997

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

CIVIL MONEY PENALTY

Proportionality is Critical in Setting Penalties

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	OCAHO	1218	2014
United States v. M & D Masonry, Inc.	10	OCAHO	1211	2014
United States v. Metropolitan Warehouse, Inc.	10	OCAHO	1207	2013
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	OCAHO	1192	2013
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016

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

United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014

Purpose is to Deter Repeat Violations and Encourage Others to Comply

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

CIVIL MONEY PENALTY

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 1276 2016

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Reasonable

United States v. Silverado Stages, Inc. 10 OCAHO 1182 2013

Reasonableness Based On Record As Whole and Statutory Factors in Particular

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

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

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

CIVIL MONEY PENALTY

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

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

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

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

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. 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. Golden Employment Group, Inc.	12	OCAHO	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. Horno MSJ, Ltd., Company	11	OCAHO	1247	2015
	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. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. Senox Corporation	11	OCAHO	1219	2014
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
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United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. Occupational Resource Management, Inc.	10	OCAHO	1166	2013
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
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CIVIL MONEY PENALTY

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CIVIL MONEY PENALTY

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CIVIL MONEY PENALTY

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United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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United States v. Visiontron Corp. 13 OCAHO 1348 2020

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

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United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

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CIVIL MONEY PENALTY

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

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

CIVIL MONEY PENALTY

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Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423b	2022

COMPLAINT

Failure to State With Specificity Basis of Allegations in Complaint

United States v. Garcia-Guaneros	13	OCAHO	1334	2020

Generally

Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO	939	1997
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994
United States v. Columbia Sportswear Manufacturers, Inc.	5	OCAHO	808	1995
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995

If OCAHO Encounters Difficulty Serving the Complaint, ALJ May Direct Party to Execute Service

United States v. Commander Produce, LLC	16	OCAHO	1428	2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

COMPLAINT

In Assessing Validity of Complaint, Only Reasonable Inferences Drawn in Complainant's Favor

Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC 12 OCAHO 1302 2017

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

12 OCAHO 1272 2016

In Assessing Validity, Legal Conclusions Couched as Factual Allegations Need Not Be Accepted

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

12 OCAHO 1272 2016

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

COMPLAINT

In Evaluating Subject Matter Jurisdiction, ALJ Is Not Limited to Allegations in the Complaint

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

In Section 1324b Cases, Number of Employees Employed by Respondent Is Jurisdictional Fact

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423a 2022

Inconsistent Allegations in the Complaint

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Jurisdiction

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	OCAHO	1321	2019
Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	619	1994
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO	867	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

COMPLAINT

Jurisdictionally Deficient Complaint

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022

Leave To Amend

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019

United States v. Garcia-Guaneros	13	OCAHO	1334	2020
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020

COMPLAINT

Leave To Amend Complaint

Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394a	2021
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

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	OCAHO	1370	2020
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020
United States v. Sal's Lounge	15	OCAHO	1394a	2021
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

COMPLAINT

Leave to Amend Granted When Notice of Intent to Fine Put Respondent on Notice of Allegations

United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394a	2021

COMPLAINT

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

Leave To Amend Not Freely Granted Where Proposed Amendment Would Not Survive Motion to Dismiss

Temitope Ogunrinu v. Law Resources	13 OCAHO	1332	2019
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
	12 OCAHO	1272	2016
United States v. Garcia-Guaneros	13 OCAHO	1334	2020
Vieri Verdesi v. Ark Rustic Inn, LLC	13 OCAHO	1311	2018

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

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

COMPLAINT

Motion for Leave of Court to Amend Complaint

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

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

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

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

OCAHO Maintains a Minimal Standard of Notice of Pleading

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

Order Deeming Complaint Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Order Granting Leave to Amend Complaint

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

Order Granting Motion for Leave to Amend Complaint

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

COMPLAINT

Party Assistance in Perfecting Service

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

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 May Amend Complaint Once As A Matter of Course Within 21 Days of When Answer is Filed

United States v. Sal's Lounge 15 OCAHO 1394 2021

Party/Parties

Hernandez v. Farley Candy Company	5	OCAHO	810	1995
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
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418	2022
United States v. Auburn University	4	OCAHO	646	1994
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
United States v. Zabala Vineyards	6	OCAHO	830	1995

COMPLAINT

Party/Parties To A Complaint Under Section 1324b

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019

Pleading Standard in OCAHO Cases

Alex J. Montalvo v. Kering Americas, Inc.	14	OCAHO	1350	2020
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375	2020
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

COMPLAINT

Potential Judgment As A Matter of Law When Section 1324b Complaint is Untimely Filed

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

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 Complaint

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

COMPLAINT

Prior Section 1324b Cases Have Been Dismissed for Failure to Timely File Complaint With OCAHO

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Pro Se "Complaint Withdrawal Form" Construed As Motion to Withdraw Complaint

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

Pro Se Complaints May Be Construed Liberally

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

COMPLAINT

Requesting 1324b Complainant's Assistance With Service When Respondent Address Not Functional

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

Response to Order to Show Cause Is Not A de facto Amendment to Complaint

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Section 1324b Complaint Must Contain Factual Allegations That Give Rise to Inference of Discrimination

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC	12	OCAHO	1302	2017
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
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
	12	OCAHO	1272	2016
United States v. Facebook, Inc.	14	OCAHO	1386b	2021

COMPLAINT

Section 1324b Complaint Should Contain Number of Employees Employed by Respondent

Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

COMPLAINT

Section 1324b Complaint Stated Sufficient Facts to Permit Inference of Discrimination

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Section 1324b Complaints Do Not Need to Specifiy the Legal Theory for Which Relief is Being Sought

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

Service

Porfirio Sperandio 15 OCAHO 1400 2021

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Service of Complaint

Him Yeung v. Washington State Department of Licensing	17	OCAHO	1473	2023
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
	16	OCAHO	1418	2022
United States v. Commander Produce, LLC	16	OCAHO	1428	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

COMPLAINT

Service of Complaint Complete Upon Receipt by Addressee

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

Subject Matter Jurisdiction

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022
	16	OCAHO	1423	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

COMPLAINT

Under OCAHO Rules, Issues Tried by Consent of Parties May Be Treated As If Raised in Pleadings

R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022

Unnamed or Fictitiously-named Respondent

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

14 OCAHO 1368a 2020

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

COMPLAINT

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

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

Untimely Filing

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

Joseph E. Sabol v. Northern Michigan University 9 OCAHO 1107 2004

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

United States v. Agripac, Inc. 8 OCAHO 1028 1999

United States v. Naim Ojeil & Samoeil Ishk 7 OCAHO 984 1998

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

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

CONSTITUTIONAL LAW

Affirmative Defense(s)

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. David Jenkins 4 OCAHO 649 1994

Appointments Clause

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Nitin Degaonkar v. Infosys Limited 15 OCAHO 1393a 2022

Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare 14 OCAHO 1371a 2022

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 OCAHO 637 1994

Discovery

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 883 1996

CONSTITUTIONAL LAW

Disparate Treatment

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

Double Jeopardy

United States v. Alberto Noriega-Perez	6	OCAHO	859	1996
United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

Due Process

Ahmad S. Elhajomar v. City and County of Honolulu	1	OCAHO	246	1990
Irma Leticia Sosa v. United States Postal Service	1	OCAHO	115	1989
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, inc.	4	OCAHO	637	1994

CONSTITUTIONAL LAW

Eleventh Amendment

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

Exclusionary Rule

United States v. David Jenkins	5	OCAHO	743	1995

CONSTITUTIONAL LAW

Fifth Amendment

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
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. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
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

CONSTITUTIONAL LAW

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
United States v. Spring & Soon Fashion, Inc.	7	OCAHO	982	1997

CONSTITUTIONAL LAW

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

Miranda-type Warnings

United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996

Notification

United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	OCAHO	72	1989
United States v. Italy Department Store, Inc.	6	OCAHO	847	1996
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

CONSTITUTIONAL LAW

Party Must Provide Evidence or Case Law to Support Constitutional Defenses

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021

Penalties

United States v. Alberto Noriega-Perez	6	OCAHO	859	1996

Privacy

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 883 1996

CONSTITUTIONAL LAW

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

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

Right to Counsel

Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc. 7 OCAHO 943 1997

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

Search and Seizure

United States v. David Jenkins 5 OCAHO 743 1995

United States v. David Jenkins	4	OCAHO	649	1994
United States v. Kuo Liu	1	OCAHO	235	1990
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	463	1992

CONSTITUTIONAL LAW

Seventh Amendment

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

Seventh Amendment Inapplicable to OCAHO Proceedings

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

Sixth Amendment

United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996

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

CONSTRUCTIVE KNOWLEDGE

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

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

Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

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

Employer Must Take Adequate Steps to Verify Eligibility Where Specific Information Casts Doubt

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

Employer Not Entitled to Cultivate Deliberate Ignorance 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. 11 OCAHO 1266 2016

CONSTRUCTIVE KNOWLEDGE

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

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

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

Failure to Prepare I-9 Form Alone Insufficient to Find Constructive Knowledge

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

CONTINUANCE(S)

Continuances Relate to Postponement of a Specific Scheduled Proceeding

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

CONTINUANCE(S)

Good Cause for Continuance Based of Tentative Settlement Agreement

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

Good Cause for Continuance Based on Exigent Personal Circumstances

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Good Cause for Continuance of Prehearing Conference

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Motion for Continuance Construed as Request to Modify Case Schedule

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

CONTINUANCE(S)

Order Denying Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Party Seeking Continuance Must Provide Good Cause As A Threshold Matter

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Party Seeking Continuance Within 14 Days of Scheduled Proceeding Must Demonstrate Good Cause

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Request for Hearing Continuance Due to Unavailability of Co-Counsel

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

CONTINUANCE(S)

Time Limits for Requesting Continuances

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

CONTINUING EMPLOYMENT

Interruptions and Absences

United States v. Anodizing Industries, Inc. 10 OCAHO 1184 2013

Reasonable Expectation

United States v. Anodizing Industries, Inc. 10 OCAHO 1184 2013

CONTINUING VIOLATION(S)

Continued Employment of Known Unauthorized Individuals is a Continuing Violation

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

11 OCAHO 1216 2014

CONTINUING VIOLATION(S)

Continuing Violation for Knowing Hire Exists For 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. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
United States v. Visiontron Corp.	13	OCAHO	1348	2020

CORPORATE VEIL

Generally

United States v. Continental Sports Corporation	5	OCAHO	780	1995
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	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	OCAHO	1253	2015

Liability

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

CORPORATE VEIL

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

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

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

Piercing Corporate Veil Is A Tool Used Only in Extreme Circumstances

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

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

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

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

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

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

Back Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Compensatory Damages Are Not Available in Section 1324b Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Duty to Mitigate Damages Under Section 1324b

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

DAMAGES

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

Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Front Pay Denied Where Complainant's Work Was Too Speculative to Determine Damages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Generally

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

DAMAGES

Mathematical Certainty Not Required for Monetary Damages, But Reasonable Basis is Required

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Monetary Damages Under Section 1324b Limited to Back Pay, Front Pay, and Attorney's Fees

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Party Seeking Damages Under Section 1324b Must Provide a Computation or Quantification of Damages

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

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ALJ Can Apply Relevant Circuit Court Test to Determine Good Cause for Setting Aside Default

Porfirio Sperandio	15	OCAHO	1400	2021
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021

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

Jayaben Patel v. USCIS Boston	14	OCAHO	1353a	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
	14	OCAHO	1368a	2020

ALJ May Set Aside An Entry of Default For Good Cause

Porfirio Sperandio	15	OCAHO	1400	2021
Prakash Sinha v. INFOSYS	14	OCAHO	1373a	2020
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
United States v. AMA Repiping, LLC	15	OCAHO	1391	2021
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Carlos Sanchez	13	OCAHO	1331	2019
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2019
United States v. Maria Gregorio-Gomez	14	OCAHO	1359	2020
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Treescapes, Inc.	15	OCAHO	1389	2021

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Answer

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2019
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

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

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

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

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

Bifurcation of the Issues of Liability and Penalty

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

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

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

12 OCAHO 1305b 2018

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

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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
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
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
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Sal's Lounge	15	OCAHO	1394c	2022

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

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

United States v. Jesus Jose Torres 13 OCAHO 1347 2020

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

Prakash Sinha v. INFOSYS 14 OCAHO 1373a 2020

Sutatip Uthai Woods v. Philips North America, LLC 14 OCAHO 1371 2020

United States v. Maria Gregorio-Gomez 14 OCAHO 1359 2020

United States v. Treescapes, Inc. 15 OCAHO 1389 2021

Court May Enter Default if Respondent Fails to "Otherwise Defend"

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Tringapps	15	OCAHO	1410c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022

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Court May Issue Default If a Respondent Fails to Defend Against a Complaint

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
	17	OCAHO	1457b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC	16	OCAHO	1432	2022

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

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

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

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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	OCAHO	1370b	2021
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Treescapes, Inc.	15	OCAHO	1389	2021

United States v. Treescapes, Inc. 15 OCAHO 1389 2021

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

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Default Judgments Are Not Favored in this Forum

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Defaulting Party Does Not Need to Establish Defenses Conclusively in Order to Set Aside Default

Prakash Sinha v. INFOSYS 14 OCAHO 1373a 2020

Sutatip Uthai Woods v. Philips North America, LLC 14 OCAHO 1371 2020

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

United States v. Carlos Sanchez 13 OCAHO 1331 2019

United States v. Jesus Jose Torres 13 OCAHO 1347 2020

United States v. Sal's Lounge 15 OCAHO 1394c 2022

Doubts Regarding Entry of Default Should Be Resolved in Favor of a Decision on the Merits

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022

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Entry of Default Under Rule 55(a) Permissible for Failure to "Otherwise Defend"

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022

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

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
United States v. Commander Produce, LLC	16	OCAHO	1428b	2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

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Failure To File Answer May Be Deemed a Waiver of Right to Appear and Contest Allegations

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022
United States v. Commander Produce, LLC	16	OCAHO	1428b	2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457 2022

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Failure to File Ordered Status Report May Result in Default Order Against Respondent

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Good Cause To Set Aside Entry of Default When Respondent Demonstrated Intent to Defend Itself

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

ICE Permitted to Supplement Record With Evidence on Violation Date to Meet Burden on Penalties

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

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If Default Entered for Failure to Answer, Factual Allegations of Complaint are Accepted as True

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

No Showing That Setting Aside Entry of Default Would Prejudice Complainant

Prakash Sinha v. INFOSYS 14 OCAHO 1373a 2020

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

Sutatip Uthai Woods v. Philips North America, LLC 14 OCAHO 1371 2020

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

United States v. Advanced Digital Solutions International, Inc. 14 OCAHO 1383 2020

United States v. Jesus Jose Torres 13 OCAHO 1347 2020

United States v. Maria Gregorio-Gomez 14 OCAHO 1359 2020

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

United States v. Sal's Lounge 15 OCAHO 1394c 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

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OCAHO Precedent Supports Issuing An Order to Show Cause Before Entering Default

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Parties that Fails to Timely Answer a Complaint Is In Default

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

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Party Permitted to File Supplemental Brief With Evidence on Damages

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Party That Fails to Timely Answer a Complaint is in Default

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

16 OCAHO 1418b 2022

United States v. Commander Produce, LLC 16 OCAHO 1428a 2022

United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022
	16	OCAHO	1438	2022

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Pro Se

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022

Setting Aside Entry of Default

Porfirio Sperandio	15	OCAHO	1400	2021
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022

Setting Aside Order

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

DEFAULT JUDGMENT(S)

ALJ May Enter Default Judgment If Respondent Does Not Show Good Cause for Failure to Timely Answer

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462a 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

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

Answer

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO	852	1996
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
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
United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.	5	OCAHO	789	1995
United States v. Green Plaza, Inc.	4	OCAHO	618	1994
United States v. Midtown Fashion, Inc.	4	OCAHO	665	1994

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
United States v. U.S. Style, Inc.	6	OCAHO	827	1995

DEFAULT JUDGMENT(S)

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

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022

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

Prakash Sinha v. INFOSYS	14	OCAHO	1373a	2020
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
United States v. Jesus Jose Torres	13	OCAHO	1347	2020

United States v. Maria Gregorio-Gomez 14 OCAHO 1359 2020

United States v. Treescapes, Inc. 15 OCAHO 1389 2021

DEFAULT JUDGMENT(S)

Default Judgment Generally Granted Only If Party's Inaction Is Inexcusable & Prejudices Opponent

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454 2022

United States v. Sal's Lounge 15 OCAHO 1394c 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

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

United States v. Vilardo Vineyards 11 OCAHO 1248 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	OCAHO	1370b	2021
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
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. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Maria Gregorio-Gomez	14	OCAHO	1359	2020

DEFAULT JUDGMENT(S)

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	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Porfirio Sperandio	15	OCAHO	1400	2021
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022

United States v. Carlos Sanchez	13	OCAHO	1331	2019
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2019
United States v. Maria Gregorio-Gomez	14	OCAHO	1359	2020
United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
United States v. Sal's Lounge	15	OCAHO	1394c	2022

DEFAULT JUDGMENT(S)

Dismissal

LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
Sanford J. Strauss v. Rite Aid Corporation	4	OCAHO	721	1994

Equitable Tolling

Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation 4 OCAHO 711 1994

DEFAULT JUDGMENT(S)

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

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

17 OCAHO 1462a 2023

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

United States of America v. Danielle Messineo 14 OCAHO 1367 2020

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
	16	OCAHO	1428b	2022
	16	OCAHO	1428a	2022
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2019
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

DEFAULT JUDGMENT(S)

Failure To File Answer May Be Deemed a Waiver of Right to Appear and Contest Allegations

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022
United States v. Commander Produce, LLC	16	OCAHO	1428b	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022

Failure to Timely File Answer

Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023

United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022

DEFAULT JUDGMENT(S)

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	OCAHO	1341	2020
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
United States v. Vilardo Vineyards	11	OCAHO	1248	2015

Generally

Bassey J. Udofot v. 88 Vapor Technologies	3	OCAHO	506	1993
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	OCAHO	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	OCAHO	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	355	1991
United States v. Carlos Antonio Aquino	5	OCAHO	818	1995
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO	453	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	436	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	836	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	789	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	451	1992
United States v. Dubois Farms, Inc.	1	OCAHO	225	1990
United States v. Dynasty 21 Car Wash, Inc.	1	OCAHO	282	1990
United States v. Edith Fine	1	OCAHO	116	1989
United States v. Educational Employment Enterprise	1	OCAHO	257	1990
	1	OCAHO	283	1991
United States v. El Mexicano Taco Shop	1	OCAHO	59	1989
United States v. Elena Finishing, Inc.	1	OCAHO	132	1990

United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge	1	OCAHO	20	1988
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. Florencio Govea	1	OCAHO	40	1989
United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market	1	OCAHO	61	1989
United States v. Guillermo Perales d/b/a Mexican Bakery	2	OCAHO	315	1991
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	OCAHO	72	1989
United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	681	1994
United States v. Hotel Valet, Inc. d/b/a New York Valet	6	OCAHO	849	1996
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. Irma Hernandez	8	OCAHO	1043	2000
United States v. Jabil Circuit, Inc.	10	OCAHO	1146	2012
United States v. Jackson Associates, Engineering Consultants	1	OCAHO	84	1989
United States v. John Morales d/b/a Riverside Insulation	1	OCAHO	197	1990
United States v. K & M Fashions, Inc.	3	OCAHO	411	1992
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO	479	1992
United States v. Koamerican Trading Corporation	1	OCAHO	90	1989

United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company	1	OCAHO	114	1989
United States v. Lea's Party Rentals, Inc.	1	OCAHO	111	1989
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	1989
United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway	3	OCAHO	485	1993
United States v. Minaco Fashions, Inc.	3	OCAHO	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	486	1993
	3	OCAHO	473	1992
United States v. Moses Sportswear, Inc.	6	OCAHO	841	1996
United States v. Mr. Pablo Saucedo	1	OCAHO	41	1989
United States v. Nogales Body Shop & Trailer Repair	1	OCAHO	30	1988
United States v. Nu Line Fashions, Inc.	1	OCAHO	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	OCAHO	39	1989
United States v. Prime Landscape Management, Inc.	1	OCAHO	204	1990
United States v. Raul Ramirez d/b/a Solymar Fashion	1	OCAHO	168	1990
United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge	1	OCAHO	211	1990

United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	OCAHO	201	1990
	1	OCAHO	163	1990
United States v. Rodeo Night Club	5	OCAHO	812	1995
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. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.	5	OCAHO	749	1995
United States v. Tenampa Ballroom	1	OCAHO	34	1988
	1	OCAHO	34	1988
United States v. Tiki Pools, Inc. d/b/a California Pools and Spa	1	OCAHO	76	1989
United States v. Twiggy's Garden Center, Inc. d/b/a Westchester Site Design	2	OCAHO	301	1991
United States v. United Pottery Manufacturing & Accessories, Inc.	1	OCAHO	57	1989
United States v. Westco Ground Maintenance Company, Inc.	1	OCAHO	43	1989
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	OCAHO	634	1994
United States v. William L. Garcia d/b/a La Buena, Inc.	7	OCAHO	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

DEFAULT JUDGMENT(S)

Judgments By Default Are Generally Disfavored

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
Porfirio Sperandio	15	OCAHO	1400	2021
Prakash Sinha v. INFOSYS	14	OCAHO	1373a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454	2022
United States v. Ferrantino Fuel Corp.	13	OCAHO	1335	2020
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021

United States v. Sal's Lounge 15 OCAHO 1394c 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

United States v. Treescapes, Inc. 15 OCAHO 1389 2021

United States v. Vilardo Vineyards 11 OCAHO 1248 2015

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

DEFAULT JUDGMENT(S)

Motion for Default Judgment Filed During Answer Timeframe Is Premature

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Judgment Not Ripe for Adjudication

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Summary Decision and Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

DEFAULT JUDGMENT(S)

On Default Judgment, Complainant Retains Burden to Allege Facts Establishing a Violation

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

Order Entering Default Judgment on Liability

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

Persons Protected

Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation 4 OCAHO 711 1994

Pro Se

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

United States v. Alliance Construction, Inc. 7 OCAHO 983 1998

DEFAULT JUDGMENT(S)

Relief From Final Order of Dismissal My Be Granted If Party Is Blameless for the Default

United States v. Vilardo Vineyards 11 OCAHO 1248 2015

Setting Aside Order

Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie 8 OCAHO 1007 1998

Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie 8 OCAHO 1007 1998

Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie 8 OCAHO 1007 1998

United States v. Jesus Jose Torres 13 OCAHO 1347 2020

United States v. Monica Zapata-Cosio 4 OCAHO 685 1994

DEFAULT JUDGMENT(S)

Statute of Limitations

Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation 4 OCAHO 711 1994

Timing of Motion for Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

While Default Judgments Are Not Favored, Court Has Duty to Protect Integrity of Judicial Process

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

DEFENSE(S)

Acting Lawfully Under a Law

Ahmad S. Elhajomar v. City and County of Honolulu 1 OCAHO 246 1990

Audrey Murtano v. C. R. England, Inc.	9	OCAHO	1116	2005
United States v. Zabala Vineyards	6	OCAHO	830	1995

DEFENSE(S)

Acting Lawfully Under a Regulation

Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO	607	1994
Audrey Murtano v. C. R. England, Inc.	9	OCAHO	1116	2005
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	1993
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. Southwest Marine Corporation, a California Corporation	3	OCAHO	429	1992

Affirmation(s)

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

Affirmative Defense(s)

Albert Gimein v. Department of Defense & Grumman Aerospace Corporation	3	OCAHO	503	1993
Audrey Murtano v. C. R. England, Inc.	9	OCAHO	1116	2005
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO	550	1993
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO	1115	2005
United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO	852	1996
United States v. Aid Maintenance Company, Inc.	6	OCAHO	893	1996
United States v. Alberta Sosa, Inc.	4	OCAHO	720	1994
	5	OCAHO	739	1995
United States v. Alvand, Inc. d/b/a 410 Diner	1	OCAHO	296	1991
United States v. Alvand, Inc. d/b/a 410 Diner	2	OCAHO	352	1991
	2	OCAHO	352	1991
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. Applied Computer Technology	2	OCAHO	306	1991

United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Barnett Taylor, LLC, d/b/a Burger King	10	OCAHO	1155	2012
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Boah Fashion, Corporation	1	OCAHO	281	1990
United States v. Broadway Tire, Inc.	1	OCAHO	226	1990
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Central Nebraska Packing, Inc.	4	OCAHO	714	1994
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO	723	1995
United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO	423	1992
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Christie Automotive Products	2	OCAHO	361	1991
United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall	2	OCAHO	353	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	1990
United States v. David Jenkins	5	OCAHO	743	1995
	4	OCAHO	649	1994
United States v. David Segura-Sataray	4	OCAHO	703	1994

United States v. Davis Nursery, Inc.	4	OCAHO	694	1994
United States v. Diamond Construction, Inc.	3	OCAHO	456	1992
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Dolly Boman Irani	6	OCAHO	860	1996
United States v. Dubois Farms, Inc.	1	OCAHO	242	1990
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	387	1991
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. Fairfield Jersey, Inc.	9	OCAHO	1072	2001
United States v. Felipe De Leon-Valenzuela	6	OCAHO	866	1996
	6	OCAHO	899	1996
	6	OCAHO	866	1996
United States v. Gerald Hollendorfer	1	OCAHO	175	1990
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO	321	1991
United States v. Gregorio Alabada Makilan	4	OCAHO	610	1994
United States v. Harris Ranch Beef Company	2	OCAHO	338	1991
	2	OCAHO	333	1991

United States v. Harris Ranch Beef Company	2	OCAHO	331	1991
United States v. Hilario Rodriguez, Jr.	1	OCAHO	276	1990
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995
United States v. Interdynamics, Inc.	3	OCAHO	433	1992
United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	298	1991
	1	OCAHO	260	1990
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	1	OCAHO	218	1990
United States v. Julio Carpio-Lingan	6	OCAHO	871	1996
United States v. Kaday Musu Thoronka	5	OCAHO	772	1995
	5	OCAHO	772	1995
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	212	1990
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	1991
United States v. MAC Specialties Ltd.	6	OCAHO	920	1997

United States v. Marisol Chavez-Ramirez	5	OCAHO	774	1995
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. Martina Limon-Perez	5	OCAHO	796	1995
United States v. Mourad Abu Remileh	4	OCAHO	706	1994
United States v. Mourad Abu Remileh	5	OCAHO	724	1995
	5	OCAHO	724	1995
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.	3	OCAHO	427	1992
	2	OCAHO	396	1991
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. 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. 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. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn	3	OCAHO	584	1993
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	563	1993
	3	OCAHO	533	1993
United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.	2	OCAHO	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

DEFENSE(S)

Citizen v. Non-Citizen Only Where Equally Qualified

Prejudice

United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989

Civil Money Penalty

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

DEFENSE(S)

Collateral Estoppel

Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
United States v. Alberto Noriega-Perez	6	OCAHO	859	1996
United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994

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. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. Spring & Soon Fashion, Inc.	7	OCAHO	982	1997

DEFENSE(S)

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
Victor B. Palma v. Alufase USA, LLC	10	OCAHO	1213	2014

Contractor Determination Not Based Solely on Employer Classification

Victor B. Palma v. Alufase USA, LLC	10	OCAHO	1213	2014

Contractor/Employee Determination Based on Factual Inquiries

Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 2014

DEFENSE(S)

Corporate Liability

United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO 397 1991

United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc. 3 OCAHO 409 1992

Corporation(s)

Programmer's Guild, Inc. v. Value Consulting, Inc. 10 OCAHO 1135 2010

United States v. Burns and Intra-Continental Enterprises 5 OCAHO 759 1995

United States v. Robert Marnul d/b/a Lamont Street Grill 3 OCAHO 441 1992

United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben 1 OCAHO 138 1990

United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc. 3 OCAHO 409 1992

Detrimental Reliance

United States v. Irvin Industries, Inc.	1	OCAHO	139	1990
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998

DEFENSE(S)

Double Jeopardy

United States v. Alberto Noriega-Perez	6	OCAHO	859	1996
United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

Due Process

United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Felipe De Leon-Valenzuela	6	OCAHO	866	1996

United States v. Felipe De Leon-Valenzuela	6	OCAHO	866	1996
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996

DEFENSE(S)

Eighth Amendment

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

Eleventh Amendment

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

Entrapment

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

DEFENSE(S)

Entrapment Defense Only Applies in Criminal - Not Civil - Proceedings

United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014

Equitable Tolling

Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO	1102	2003
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994

Estoppel

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	OCAHO	746	1995
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
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. Felipe De Leon-Valenzuela	6	OCAHO	866	1996
	6	OCAHO	899	1996
	6	OCAHO	866	1996
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	1989
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO	414	1992
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
United States v. Ralph Sanchez, Labor Contractor	1	OCAHO	58	1989

United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash	1	OCAHO	98	1989
United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn	3	OCAHO	584	1993
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. USA Café	1	OCAHO	42	1989

DEFENSE(S)

Excessive Fines

United States v. Pedro Dominguez	6	OCAHO	878	1996

Exclusionary Rule

United States v. David Jenkins	5	OCAHO	743	1995

Family Relationship

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

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

DEFENSE(S)

Fifth Amendment

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
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	OCAHO	897	1996

Fourth Amendment

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	OCAHO	845	1996
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996
United States v. Julio Carpio-Lingan	6	OCAHO	871	1996

DEFENSE(S)

Generally

Kasathsko v. Internal Revenue Service	6	OCAHO	840	1996
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
Tyrone Robinson v. New York State Family Court	5	OCAHO	814	1995
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. A & A Maintenance Enterprise, Inc.	6	OCAHO	852	1996
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. David Jenkins	5	OCAHO	743	1995
United States v. David Segura-Sataray	4	OCAHO	703	1994

United States v. Diamond Construction, Inc.	3	OCAHO	456	1992
United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
	3	OCAHO	591	1993
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	OCAHO	478	1992
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	1995
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	1991
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. Monica Zapata-Cosio	5	OCAHO	822	1995
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	463	1992
United States v. Northern Michigan Fruit Company	4	OCAHO	667	1994
United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
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. R&M Fashion, Inc.	6	OCAHO	826	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	412	1993
United States v. Wood 'N Stuff	3	OCAHO	574	1993

DEFENSE(S)

Good Faith Compliance

United States v. WSC Plumbing, Inc.	9	OCAHO	1062	2000

Good Faith Defense

Ahmad S. Elhajomar v. City and County of Honolulu	1	OCAHO	246	1990
	1	OCAHO	246	1990
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	758	1995
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO	200	1990

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. Big Bear Market	1	OCAHO	48	1989
United States v. Boo Bears Den	1	OCAHO	71	1989
United States v. Broadway Tire, Inc.	2	OCAHO	310	1991
	1	OCAHO	226	1990
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Busy Corner Sportswear, Inc.	3	OCAHO	511	1993
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO	453	1992
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO	723	1995
United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO	423	1992
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
United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	1995
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Diamond Construction, Inc.	3	OCAHO	456	1992
United States v. Dodge Printing Centers, Inc.	1	OCAHO	125	1990
United States v. Dr. Merrill Cahn, D.P.M.	1	OCAHO	127	1990

United States v. Dubois Farms, Inc.	1	OCAHO	242	1990
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	1992
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
United States v. Fairfield Jersey, Inc.	9	OCAHO	1072	2001
United States v. Felipe, Inc.	1	OCAHO	93	1989
United States v. Four Star Knitting, Inc.	6	OCAHO	868	1996
United States v. Gerald Hollendorfer	1	OCAHO	175	1990
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO	321	1991
United States v. Honeybake Farms, Inc.	2	OCAHO	311	1991
United States v. Interdynamics, Inc.	3	OCAHO	433	1992
United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO	195	1990
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	1995
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	1991

United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	85	1989
United States v. LeMerengo/Rumors Restaurant	1	OCAHO	157	1990
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO	166	1990
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	1992
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
	6	OCAHO	865	1996
United States v. Mester Manufacturing Company	1	OCAHO	18	1988
United States v. Multimatic Products, Inc.	1	OCAHO	221	1990
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	1991
	2	OCAHO	396	1991
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	1994
United States v. Richard Pizzuto Dimensions in Hair and Skin	3	OCAHO	447	1992
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	1995
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	297	1991
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998

United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	533	1993
United States v. The Body Shop	1	OCAHO	185	1990
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	445	1992
United States v. Tuttle's Design Build, Inc.	2	OCAHO	370	1991
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	449	1992
United States v. USA Café	1	OCAHO	42	1989
United States v. Williams Produce, Inc.	5	OCAHO	730	1995
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003

DEFENSE(S)

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

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355	2020

Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)

United States v. Anodizing Industries, Inc. 10 OCAHO 1184 2013

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

DEFENSE(S)

Ignorance of Law is Not An Affirmative Defense

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

Ignorance of Statutory Requirements

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

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

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro 10 OCAHO 1206 2013

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

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

DEFENSE(S)

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 2016

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

Jurisdiction

Marcos Valencio v. VASP Brazilian Airlines 5 OCAHO 740 1995

Martin Flores v. Logan Foods Company 6 OCAHO 874 1995

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos 10 OCAHO 1126 2008

DEFENSE(S)

Knowledge

United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO	828	1995
	6	OCAHO	828	1995
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO	423	1992
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
United States v. Dubois Farms, Inc.	1	OCAHO	242	1990
United States v. Leonor Yolanda Ortiz	6	OCAHO	889	1996
United States v. Maka's Akamai Service	1	OCAHO	36	1988
	1	OCAHO	36	1988
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. 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

DEFENSE(S)

Legitimate, Nondiscriminatory Reason

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
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
Kasathsko v. Internal Revenue Service	6	OCAHO	840	1996
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016

Luigia Wiesner v. CIT Tours, Inc.	5	OCAHO	773	1995
Michael Edward Johnson v. Progressive Roofing	12	OCAHO	1295	2017
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	OCAHO	1203	2013
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO	497	1993
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	OCAHO	457	1992
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	OCAHO	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO	383	1991
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Harris Ranch Beef Company	2	OCAHO	331	1991
United States v. Marcel Watch Corporation	1	OCAHO	143	1990
United States v. San Diego Semiconductors, Inc.	2	OCAHO	314	1991
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO	407	1992
United States v. Weld County School District	2	OCAHO	326	1991

DEFENSE(S)

Legitimate, Nondiscriminatory Reason for Employment Decision

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

Legitimate, Non-Retaliatory Reason

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Motion to Strike

United States v. Desert Palace, Inc.	9	OCAHO	1067	2001
	9	OCAHO	1067	2001
United States v. Fairfield Jersey, Inc.	9	OCAHO	1072	2001
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996

United States v. Martina Limon-Perez 5 OCAHO 796 1995

DEFENSE(S)

Motion to Strike Affirmative Defenses

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

Paperwork Requirement(s)/Violation(s)

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

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

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

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii 6 OCAHO 848 1996

United States v. WSC Plumbing, Inc. 9 OCAHO 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 OCAHO 1148 2012

Vieri Verdesi v. Ark Rustic Inn, LLC 13 OCAHO 1311 2018

Previous Settlement Between Parties

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

Res Judicata

United States v. Alberto Noriega-Perez 6 OCAHO 859 1996

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

DEFENSE(S)

Seasonal Agricultural Workers

United States v. Mario Saikhon, Inc.	1	OCAHO	279	1990
United States v. Ralph Sanchez, Labor Contractor	1	OCAHO	58	1989

Selective Prosecution/Enforcement

United States v. ABC Roofing & Waterproofing, Inc.	1	OCAHO	247	1990
United States v. Alvand, Inc. d/b/a 410 Diner	1	OCAHO	296	1991
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Earl & Beverly McDougal d/b/a Grand Tradition	4	OCAHO	687	1994
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO	1338	2020
United States v. Law Offices of Manulkin, Glaser & Bennett	1	OCAHO	100	1989
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996

United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO	337	1991
United States v. Ramada Inn Old Town	1	OCAHO	105	1989
United States v. Weymoor Investments, Limited	1	OCAHO	56	1989

DEFENSE(S)

Settlement

A.S. v. Discover Financial Services, LLC	12	OCAHO	1292	2016
United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company	8	OCAHO	1011	1998

Sixth Amendment

United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996
United States v. Julio Carpio-Lingan	6	OCAHO	871	1996

Size of Business

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

DEFENSE(S)

Sovereign

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	510	1993
Ahmad S. Elhajomar v. City and County of Honolulu	1	OCAHO	246	1990
	1	OCAHO	246	1990
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO	1284	2016
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	OCAHO	426	1992
	2	OCAHO	363	1991
	3	OCAHO	415	1991
	2	OCAHO	324	1991
Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	2000

Paul C. Iwuchukwu v. City of Grand Prairie	6	OCAHO	915	1997
	6	OCAHO	915	1997
	6	OCAHO	869	1996
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville	6	OCAHO	881	1996
Tyrone Robinson v. New York State Family Court	5	OCAHO	814	1995
United States v. Auburn University	4	OCAHO	688	1994
United States v. New Mexico State Fair	6	OCAHO	898	1996
United States v. Zabala Vineyards	6	OCAHO	844	1996
	6	OCAHO	844	1996
Washington Younggil Kim Jung Windsor	12	OCAHO	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	OCAHO	1279	2016

DEFENSE(S)

Sovereign Immunity

Chiaha Ugochi v. North Dakota Department of Human Services	12	OCAHO	1304	2017
MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO	1352	2020

DEFENSE(S)

Substantial Compliance

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

United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
United States v. Mario Saikhon, Inc.	1	OCAHO	279	1990
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
	6	OCAHO	865	1996
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	OCAHO	154	1990
United States v. Minaco Fashions, Inc.	3	OCAHO	587	1993
United States v. Northern Michigan Fruit Company	4	OCAHO	667	1994
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO	354	1991
	2	OCAHO	337	1991
United States v. Ronning Landscaping, Inc.	10	OCAHO	1149	2012
United States v. San Ysidro Ranch	1	OCAHO	183	1990
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	563	1993
	3	OCAHO	533	1993
United States v. Tri-Component Product Corporation	5	OCAHO	821	1995
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	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 District Office	12	OCAHO	1284	2016
Washington Younggil Kim Jung Windsor	12	OCAHO	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	OCAHO	1279	2016

DEFENSE(S)

Tortious Act

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

Untimely Complaint

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

Use Immunity

United States v. Maria Elizondo Garza d/b/a Garza Farm Labor 4 OCAHO 644 1994

DEFENSE(S)

Vague and Indefinite

United States v. Martin Palominos-Talavera 6 OCAHO 896 1996

Vague Awareness of IRCA's Climate

United States v. Lasa Marketing Firms, a California Partnership 1 OCAHO 141 1990

1 OCAHO 106 1989

Waiver

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

United States v. Felipe De Leon-Valenzuela 6 OCAHO 899 1996

United States v. Nancy Mubarki 5 OCAHO 816 1995

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

DEFINITIONS

Abeyance

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

Abuse of Process

United States v. Zabala Vineyards 6 OCAHO 844 1996

6 OCAHO 844 1996

Actual Discharge

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

ALJ Has Discretion to Determine Whether Dismissal Without Prejudice Is Appropriate

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

DEFINITIONS

Alter

United States v. Pedro Dominguez 7 OCAHO 972 1997

7 OCAHO 972 1997

Amicus Curiae

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Answer

United States v. Patmo Concrete LLC 17 OCAHO 1448 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444a 2022

DEFINITIONS

Back Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Casual Domestic Employment

United States v. David Jenkins 5 OCAHO 743 1995

Constructive Discharge

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

Counterfeit

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Pedro Dominguez 7 OCAHO 972 1997

7 OCAHO 972 1997

DEFINITIONS

Court Resolves Whether Discovery Comports with OCAHO's Rules Via Protective Order

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Derivative Citizen

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

Direct Evidence

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

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Olisaemeka Eze v. West County Transportation Agency	10	OCAHO	1140	2011
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003

DEFINITIONS

Discrimination Under Section 1324b(a)(1)

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022

Document Abuse

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

Employer(s)

Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	1994
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
United States v. Burns and Intra-Continental Enterprises	5	OCAHO	759	1995
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	1997

DEFINITIONS

Employment

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

Employment Agency

Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021

Estoppel

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al. 5 OCAHO 746 1995

DEFINITIONS

Ex Parte Communication(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

Zaji Obatala Zajradhara 16 OCAHO 1438c 2023

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Falsely Made

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Mourad Abu Remileh	5	OCAHO	724	1995
	5	OCAHO	724	1995
United States v. Pedro Dominguez	7	OCAHO	972	1997
	7	OCAHO	972	1997
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021

DEFINITIONS

Final Order

United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003
United States v. Mourad Abu Remileh	6	OCAHO	864	1996

Foreigner

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

Forge

United States v. Pedro Dominguez 7 OCAHO 972 1997

7 OCAHO 972 1997

DEFINITIONS

Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Good Cause

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

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

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

United States v. AMA Repiping, LLC 15 OCAHO 1391 2021

Hearing(s)

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

DEFINITIONS

Hire/Hiring

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

Interlocutory Order(s)

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

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

Limited English Proficient Person

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381g	2021

DEFINITIONS

Malicious Prosecution

United States v. Zabala Vineyards	6	OCAHO	844	1996
	6	OCAHO	844	1996

Motion(s)

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381l	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388e	2021
Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450e	2023
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023

Objection of Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

DEFINITIONS

Opposition Activity

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Proceeding

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

Proportionality of Discovery

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

DEFINITIONS

Protected Individual

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Provide

United States v. Leticia Velarde 14 OCAHO 1384 2020

Relevance in Discovery Context

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Res Judicata

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	OCAHO	746	1995

DEFINITIONS

Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400b	2022

Stay of Proceedings

Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

DEFINITIONS

Use

United States v. Pedro Dominguez	7	OCAHO	972	1997
	7	OCAHO	972	1997

DEPORTATION

Document Fraud

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

Generally

United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Kaday Musu Thoronka	5	OCAHO	725	1995

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

DEPOSITIONS

Admissibility

Anna J. Flores v. Daniel Dry Cleaners 4 OCAHO 693 1994

Compel

United States v. Townsend Culinary, Inc. 7 OCAHO 996 1998

Deposition by Video Conference

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

Deposition Errata Sheets

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

DEPOSITIONS

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

Deposition Typically Limited to One Day of Seven Hours

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Depositions May Be Taken by Written Questions

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Depositions Should Be Cancelled if Testimony is Not 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
	12	OCAHO	1271	2016
United States v. Frimmel Management, LLS	12	OCAHO	1271	2016

DEPOSITIONS

Factors To Be Considered When Determining Whether to Permit a Telephonic Deposition

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

Failure to Appear

Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	622	1994

Fifth Amendment

United States v. Pedro Dominguez	6	OCAHO	910	1997
United States v. Roberto C. Davila	6	OCAHO	903	1996

DEPOSITIONS

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

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

DEPOSITIONS

Interrogatories

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

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

Leave Required to Depose a Witness More Than Once

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Limitation(s)

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

DEPOSITIONS

Motion Opposing Deposition Construed As Motion For Protective Order

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

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

Notice of Deposition Must Be Submitted at a Reasonable Time Within the Discovery Period

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

DEPOSITIONS

Privilege Claim

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

Telephonic

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

Telephonic Depositions

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

DEPOSITIONS

When Deponent Is Central Witness in a Case, Observing Demeanor in Deposition is Important

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

DISCOVERY

Acceptable

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1079	2002

Admission(s)

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
United States v. Alberta Sosa, Inc.	5	OCAHO	739	1995
United States v. Alberto Noriega-Perez	5	OCAHO	811	1995
	5	OCAHO	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 Declined to Dismiss Complaint as Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022

DISCOVERY

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

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Robert Heath v. IKON Systems and an Anonymous Employer	14	OCAHO	1377	2020
United States v. JR Contractors, Inc.	15	OCAHO	1406	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

ALJ Has Authority to Decide A Motion to Extend Discovery Timeframe

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

DISCOVERY

ALJ Has Authority to Grant Extensions of Time for Discovery Responses

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

ALJ Has Authority to Impose Duty to Supplement Discovery Responses

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

ALJ Has Authority to Make Changes to Subpoena

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

ALJ Has Independent Obligation to Analyze Whether Discovery Requests Are Appropriate

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

DISCOVERY

ALJ May Deny Motion to Compel If It Is Not Timely Filed

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381i	2021
Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

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

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381k	2021
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022
	15	OCAHO	1388d	2021
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
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
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332f	2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

DISCOVERY

ALJ May Issue Protective Order Upon Showing of Good Cause

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

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

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

14 OCAHO 1386c 2021

ALJ May Limit the Frequency or Extent of the Methods of Discovery

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

United States v. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326a 2019

13 OCAHO 1326 2019

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

DISCOVERY

ALJ May Narrow Discovery Request If ALJ Finds the Request to be Overbroad

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

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

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

ALJ's Authority to Issue Protective Orders Is Limited to Discovery-Related Matters

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

DISCOVERY

Asserting Party Bears Burden of Establishing Privilege

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
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 Work Product

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

Attorney-Client Privilege

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
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
United States v. R & C Tours (Guam), Inc.	2	OCAHO	393	1989
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
	12	OCAHO	1285	2016

DISCOVERY

Bifurcation of Discovery-Related Requests for Relief Raised in Motion

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022

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

DISCOVERY

Burden of Proof

Dinko Sefic v. Marconi Wireless	9	OCAHO	1125	2007
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Volvo Trucks North America, Inc.	7	OCAHO	994	1998
United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash	7	OCAHO	989	1998

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

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

Caution Required in Imposing Discovery Burden On Non-Party

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

United States v. Durable, Inc. 11 OCAHO 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 OCAHO 1372 2020

Certification(s)

Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 2007

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services 9 OCAHO 1078 2002

Citizenship Status

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1031	1999
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004

DISCOVERY

Compel

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
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

DISCOVERY

Court Cannot "Fix" a Discovery Request to Reflect Requesting Party's Intent

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Court Cannot Compel Responding Party to Answer Question When It Has Already Answered

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Court Cannot Order A Party to Perform Discovery Action If Request Itself Is Unclear

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018

United States v. Rose Acre Farms, Inc.	12	OCAHO	1285	2016

DISCOVERY

Deposing Opposing Counsel

United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1157	2012

Deposition by Video Conference

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

Depositions

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
Jose Proto Alcaraz v. General Motors Corporation	7	OCAHO	962	1997
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385a	2021
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332f	2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332e	2020
United States v. Armando Alvarez-Suarez	4	OCAHO	699	1994
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1157	2012
United States v. Pedro Dominguez	6	OCAHO	910	1997
United States v. Roberto C. Davila	6	OCAHO	902	1996
	6	OCAHO	903	1996
	6	OCAHO	895	1996

DISCOVERY

Depositions May Be Taken by Written Questions

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395	2021

Depositions Should Be Cancelled if Testimony is Not 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

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

DISCOVERY

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

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

Discovery Must Reasonably Lead to Information That Bears on Claims or Defenses

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
	14	OCAHO	1385	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Robert Heath v. IKON Systems and an Anonymous Employer	14	OCAHO	1377	2020
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332e	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Durable, Inc.	11	OCAHO	1221	2014
United States v. JR Contractors, Inc.	15	OCAHO	1406	2021

DISCOVERY

Discovery Request Rises or Falls on Its Own Merits

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

DISCOVERY

Discovery Sanction of Assuming Discovery Responses Would Be Adverse to Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

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

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

DISCOVERY

Dismissal of Claims as a Discovery Sanction

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

Dismissal of Complaint Is Extreme Discovery Sanction

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381f	2021
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022

Disparate Treatment

Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004

Disputes About Temporal Scope of Discovery Resolved in the Factual Context of Each Case

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

DISCOVERY

Documents

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
	13	OCAHO	1332e	2020
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	358	1991
	2	OCAHO	358	1991
United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	OCAHO	845	1996
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	531	1993
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

United States v. SDI Industries, Inc.	3	OCAHO	465	1992
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	563	1993
United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash	7	OCAHO	989	1998
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363	2020
	14	OCAHO	1363a	2020
	14	OCAHO	1363b	2020

DISCOVERY

Employment Practice

United States v. Guardsmark	4	OCAHO	614	1994
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1082	2002

Employment Practices Outside Limitations Period Always Potentially Relevant

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	OCAHO	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 OCAHO 1234 2014

DISCOVERY

Explanation of Discovery Process to Pro Se Party

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Extension of Time to Provide Discovery Responses

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

Extension of Time to Supplement Discovery Responses

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

DISCOVERY

Factors in Determining Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Factors in Determining Whether Good Cause Exists to Amend the Date Discovery Closes

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022

Fifth Amendment

United States v. Alberto Noriega-Perez	5	OCAHO	777	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

DISCOVERY

Fourth Amendment

United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.	6	OCAHO	845	1996
United States v. David Jenkins	5	OCAHO	743	1995

Frequency and Extent of Discovery May Be Limited by ALJ Sua Sponte or Upon Motion

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
United States v. Durable, Inc.	11	OCAHO	1221	2014
United States v. Facebook, Inc.	14	OCAHO	1386e	2021

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

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Robert Heath v. IKON Systems and an Anonymous Employer	14	OCAHO	1377	2020

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

DISCOVERY

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1234	2014

Generally

Aranka M. Palancz v. Cedars Medical Center	3	OCAHO	443	1992
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
	3	OCAHO	487	1993

Galdino Casillas Garcia v. McCarron Electric Company	5	OCAHO	747	1995
In re Investigation of ABM Industries, Subpoena	5	OCAHO	763	1995
Iron Workers Local 455 v. Lake Construction & Development Corporation	6	OCAHO	911	1997
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	OCAHO	415	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	53	1989
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	493	1993
	3	OCAHO	450	1992
Leonid Naginsky v. Department of Defense	5	OCAHO	802	1995
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	1994
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO	582	1993
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	639	1994
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	OCAHO	678	1994
Sergio Flores Ortiz v. Moll-Tex Broadcasting Company	3	OCAHO	440	1992
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. ABC Roofing & Waterproofing, Inc.	1	OCAHO	247	1990
	2	OCAHO	381	1991

United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	358	1991
	2	OCAHO	358	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
	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	OCAHO	667	1994
United States v. Northwest Airlines, Inc.	3	OCAHO	452	1992
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	1990
	2	OCAHO	303	1991
	1	OCAHO	274	1990
	2	OCAHO	303	1991
	2	OCAHO	328	1991
	2	OCAHO	318	1991
United States v. Otilio Franco d/b/a Cruz Leyva Construction	1	OCAHO	82	1989
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1052	2000
United States v. Power Operating Company	3	OCAHO	580	1993
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO	560	1993
United States v. R & C Tours (Guam), Inc.	2	OCAHO	393	1989
United States v. Ramada Inn Old Town	1	OCAHO	105	1989
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	492	1993

United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	555	1993
United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant	1	OCAHO	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 Cause Required to Extend Discovery Deadline

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022

DISCOVERY

Good Faith Conferment Requirement for Motion to Compel Discovery

United States v. JR Contractors, Inc. 15 OCAHO 1406 2021

Good Faith Confinement Requirement for Motion to Compel Discovery

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

Granting Requested Subpoena is Discretionary

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

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 OCAHO 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 Unlimited

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

Inadequate Pleadings

United States v. Alberta Sosa, Inc.	5	OCAHO	739	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994

DISCOVERY

Initial Disclosures

United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022

Interrogatories

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
	6	OCAHO	911	1997
Jorge Pugliese v. Auto-Grafica Corporation	5	OCAHO	820	1995
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	639	1994
R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021

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	1332e	2020
United States v. Naim Ojeil & Samoeil Ishk	7	OCAHO	976	1997
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1082	2002

DISCOVERY

It Is Improper to Seek a Subpoena for Opposing Party to Obtain Discovery Responses

Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	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	OCAHO	1332e	2020

Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438d	2023

DISCOVERY

Law Enforcement Privilege

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

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

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

Misrepresentations

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

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1104 2004

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 OCAHO 1320 2019

Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 2014

DISCOVERY

Motion for Administrative Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Motion for Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Motion for Discovery Is Not Ripe If No Discovery Matters Exist for ALJ to Compel or Adjudicate

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

DISCOVERY

Motion to Compel

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
United States v. JR Contractors, Inc.	15	OCAHO	1406	2021
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1157	2012
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

Motion to Compel Discovery

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
Dinko Sefic v. Marconi Wireless	9	OCAHO	1125	2007

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
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	1332d	2020
	13	OCAHO	1332e	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. JR Contractors, Inc.	15	OCAHO	1406	2021
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1082	2002
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1078	2002
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363	2020
	14	OCAHO	1363a	2020

DISCOVERY

Motion to Compel Discovery Found To Be Not Ripe for Adjudication

Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

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

Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
United States v. Durable, Inc.	11	OCAHO	1221	2014

Motion to Compel Discovery Must Include the Nature of the Questions or Request

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022

DISCOVERY

Motion to Compel Must Identify Discovery Requests With Specificity

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020

Motion to Compel Must Include Argument in Support of the Motion

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388b	2021
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021

DISCOVERY

Motion to Compel Must Include Certification of Good Faith Resolution Efforts

Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332e	2020
United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1234	2014
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388b	2021
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020

Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360	2020
R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
	14	OCAHO	1362	2020
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363	2020
	14	OCAHO	1363a	2020

DISCOVERY

Motion to Compel Must State the Nature of a Party's Responses and Objections

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438a	2022

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

DISCOVERY

Motion to Enforce Order Compelling Discovery

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

Motion to Extend Discovery Timeframe

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022

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

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

DISCOVERY

Objecting Party Has Burden to Provide Sufficient Detail Regarding Burden of Discovery Request

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Objection of Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Objections Not Raised in Response to Requests Not Considered in Response to Motion to Compel

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

OCAHO Has Broad Authority to Control Discovery

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

DISCOVERY

OCAHO Rules Do Not Impose Numerical Limits on Number of Interrogatories

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

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

OCAHO Rules Require A Reasonable Inquiry In Response to a Request for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

OCAHO Rules Require Conscientious Effort to Resolve Discovery Disputes Without Court Intervention

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

DISCOVERY

OCAHO's Rules Do Not Permit a Party to Propound Interrogatories Upon a Non-Party

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Ongoing Settlement Discussions Do Not Release Parties From Discovery Obligations

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

Order Allowing for Limited Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Order Denying Motion for Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

DISCOVERY

Order Denying Motion to Compel

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Order Denying Motion to Compel With Respect to Overbroad and Vague Discovery Request

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Order Extending Discovery Deadline

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Order Granting in Part and Denying in Part Motion to Compel Discovery

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

DISCOVERY

Order Granting Motion to Compel

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363 2020

Order Granting Request to Extend Discovery Period

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Parties May Initiate Discovery At Any Time After the Answer Has Been Filed

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC 16 OCAHO 1432 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

DISCOVERY

Party Does Not Have Authority to Grant Extension of Time to Respond to Discovery

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Party Does Not Need to Seek ALJ Approval or Consent to Serve Discovery

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Party May Not Propound New Request in a Motion to Compel

R.S. v. Lattice Semiconductor 14 OCAHO 1362 2020

DISCOVERY

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

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

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

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

Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

DISCOVERY

Party Seeking Discovery Bears Burden to Establish Relevance

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Party Seeking Protective Order Has Burden of Showing Good Cause

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388c	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332e	2020
United States v. Facebook, Inc.	14	OCAHO	1386a	2021

Party Seeking to Compel Discovery Must Show That Discovery Was Sent In a Timely Manner

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021

DISCOVERY

Party Withholding Documents Based on Privilege Must Complete Privilege Log

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
United States v. Capital Fireproof Door	14	OCAHO	1372	2020

Party's History of Previous Litigation May Be Relevant and Therefore Obtainable in Discovery

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022

Privacy

Dinko Sefic v. Marconi Wireless	9	OCAHO	1125	2007
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO	883	1996

Privilege Claim

In re Investigation of Wal-Mart Distribution Center, Subpoena	5	OCAHO	788	1995
James D. Westendorf v. Brown & Root, Inc.	3	OCAHO	405	1992
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
	9	OCAHO	1084	2002
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
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. Northwest Airlines, Inc.	3	OCAHO	452	1992
United States v. Robison Fruit Ranch, Inc.	4	OCAHO	700	1994
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash	7	OCAHO	989	1998

DISCOVERY

Privilege Is Waived When Protected Materials Are Disclosed

United States v. Capital Fireproof Door	14	OCAHO	1372	2020
	14	OCAHO	1372	2020

DISCOVERY

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

Production

Dinko Sefic v. Marconi Wireless	9	OCAHO	1125	2007
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. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1082	2002

United States v. Zabala Vineyards	5	OCAHO	734	1995

DISCOVERY

Proportionality of Discovery

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Protective Order(s)

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
Leonid Naginsky v. Department of Defense	5	OCAHO	813	1995
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385a	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
	13	OCAHO	1332e	2020
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO	883	1996
United States v. Chancery Staffing Solutions, LLC et al.	13	OCAHO	1326a	2019

United States v. Chancery Staffing Solutions, LLC et al.	13	OCAHO	1326	2019
United States v. Facebook, Inc.	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
	14	OCAHO	1386c	2021
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1157	2012
United States v. Naim Ojeil & Samoeil Ishk	7	OCAHO	976	1997
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

DISCOVERY

Purpose of Discovery is to Require Disclosure of All Relevant Information

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020

Purpose of Requirements for a Motion to Compel

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020

Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

DISCOVERY

Relevance

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Dinko Sefic v. Marconi Wireless	9	OCAHO	1125	2007
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
	14	OCAHO	1385b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
United States v. Allen Holdings, Inc.	9	OCAHO	1059	2000
United States v. Durable, Inc.	11	OCAHO	1221	2014
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1157	2012
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1082	2002
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1082	2002

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services 9 OCAHO 1082 2002

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

DISCOVERY

Relevance Broadly Construed

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

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

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

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

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	OCAHO	1220	2014

DISCOVERY

Request to Extend Discovery Period

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
	14	OCAHO	1381i	2021
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Requests for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Requests for Discovery and Responses Thereto Generally Should Not Be Filed With the ALJ

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

DISCOVERY

Requests for Production of Documents

R.S. v. Lattice Semiconductor 14 OCAHO 1362 2020

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363a 2020

Requests for Production of Documents Must Describe Documents With Reasonable Particularity

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Responding Party May Produce Business Records in Lieu of Written Response to Interrogatories

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

DISCOVERY

Sanctions

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1104	2004
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1091	2003
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
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
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
United States v. Alberto Noriega-Perez	5	OCAHO	798	1995
United States v. Armando Alvarez-Suarez	4	OCAHO	699	1994
United States v. Giamblis Enterprises	5	OCAHO	807	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO	560	1993

United States v. Roberto C. Davila	6	OCAHO	895	1996
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	636	1994
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
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
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	OCAHO	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	OCAHO	1332e	2020
United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	OCAHO	1220	2014

Selective Prosecution/Enforcement

United States v. Martin Palominos-Talavera	6	OCAHO	896	1996

Show Cause

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

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

DISCOVERY

Specific/Detailed Summary Not Required for Document Identification

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

Stay of Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Stay of Discovery Is Not Automatic Pending a Motion to Dismiss

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

Subpoena

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
In re Investigation of ABM Industries, Subpoena	5	OCAHO	763	1995
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO	751	1995
In re Investigation of Norfolk Public Schools, Subpoena	4	OCAHO	621	1994
In re Investigation of Wal-Mart Distribution Center, Subpoena	5	OCAHO	788	1995
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
Leonid Naginsky v. Department of Defense	5	OCAHO	813	1995
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
	14	OCAHO	1385	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995
Zaji Obatala Zajradhara v, CL Corporation	16	OCAHO	1429	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1417b	2022
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363	2020
	14	OCAHO	1363a	2020

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363b 2020

DISCOVERY

Subpoena Is Appropriate Avenue for Obtaining Discovery From Non-Parties

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

Subpoena Requires ALJ's Signature

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

Sufficiency of Response to Discovery Requests

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

13 OCAHO 1332e 2020

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363a 2020

DISCOVERY

Summary Decision

United States v. The Beverly Center 5 OCAHO 762 1995

Telephonic Depositions

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

Temporal Scope May Be Limited Where Requests Are Overly Broad and Unduly Burdensome

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021
United States v. Durable, Inc. 11 OCAHO 1221 2014

That Information Sought Is Equally Available to Propounding Party Is An Infficient Objection

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

DISCOVERY

That Information Sought Is Equally Available to Propounding Party Is An Insufficient Objection

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Timeliness

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

United States v. Alberta Sosa, Inc. 5 OCAHO 731 1995

United States v. Four Star Knitting, Inc. 5 OCAHO 815 1995

Timing of Discovery Responses

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

DISCOVERY

Unauthorized Subpoena

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

Waiver of Objection for Failure to Timely Object or Adequately State Reason for Objection

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

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

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

Work Product Privilege

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

DISCOVERY

Written Discovery Should Be Propounded 30 Days Before Discovery Deadline

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385a	2021

DISCRIMINATION

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	6	OCAHO	891	1996
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO	653	1994

A Pay Cut or Demotion May Be Indicative of Constructive Discharge

Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020

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

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

DISCRIMINATION

Charge

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1031 1999

Esther Din Brooks v. Watts Window World 3 OCAHO 558 1993

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

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

Margarita Yefremov v. New York City Department of Transportation 3 OCAHO 466 1992

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

Sellaro v. Elektra Records 3 OCAHO 495 1993

United States v. Mesa Airlines 1 OCAHO 74 1989

1 OCAHO 74 1989

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 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

DISCRIMINATION

Charge Must Be Minimally Sufficient In Order to Constitute a Charge

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

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

DISCRIMINATION

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

Citizenship Status

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	577	1993
Adolfo Cruz Deguzman v. First America Bank Corporation	3	OCAHO	585	1993
Alan Rusk v. Northrop Corporation and Department of Defense	4	OCAHO	607	1994
Amadeo Gonzalez v. Phoenix Motor Company	3	OCAHO	410	1992
Armando Huberth Crespo v. FAMSA, Inc.	13	OCAHO	1337	2019
Aurelia Forden v. Dr. Lothar Griessbach	5	OCAHO	735	1995
Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	1994
Benjamin Barone v. Superior Washer and Gasket Corp.	10	OCAHO	1176	2013
Benjamin Stephen Mackinnon v. The Financial Times	13	OCAHO	1316	2019

Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO	526	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO	406	1992
Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	OCAHO	1321	2019
	13	OCAHO	1321a	2019
Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO	547	1993
	3	OCAHO	535	1993
	3	OCAHO	549	1993
Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO	785	1995
Chao v. McDonnell Douglas Corporation	6	OCAHO	824	1995
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Costigan v. NYNEX	6	OCAHO	918	1997
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	568	1993
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO	550	1993
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007

Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	OCAHO	203	1990
Elizabeth Klimas v. Department of Treasury	3	OCAHO	419	1992
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Errol Williams v. Lucas & Associates	2	OCAHO	357	1991
Esther Din Brooks v. KNK Textile	3	OCAHO	545	1993
	3	OCAHO	528	1993
Eusebio Huesca v. Rojas Bakery	4	OCAHO	654	1994
Frank Thomas Brown v. Baltimore City Public Schools	3	OCAHO	480	1992
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
George Suchta v. United States Postal Service	2	OCAHO	327	1991
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002

Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO	590	1993
	3	OCAHO	539	1993
	3	OCAHO	484	1993
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
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
Hollingsworth v. Applied Research Associates	7	OCAHO	942	1997
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO	939	1997
In re Investigation of University of South Florida, Subpoena	8	OCAHO	1056	2000
Irma Leticia Sosa v. United States Postal Service	1	OCAHO	115	1989
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	348	1991
Jarvis v. AK Steel	7	OCAHO	930	1997
Jarvis v. AK Steel	7	OCAHO	930	1997

Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO	537	1993
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	189	1990
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
John R. Alvarez v. Interstate Highway Construction	3	OCAHO	430	1992
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	386	1991
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
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 Jasso v. Danbury Hilton & Towers	3	OCAHO	522	1993
Jose Ortega v. Vermont Bread	3	OCAHO	475	1993
Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	2013
Juan Antonio Martinez v. Ray's Bar-B-Que	9	OCAHO	1120	2005
Juan Francisco Martinez v. Lott Constructors, Inc.	2	OCAHO	323	1991
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002

Kosatschkow v. Allen-Stevens Corporation	7	OCAHO	938	1997
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	638	1994
	3	OCAHO	470	1992
	4	OCAHO	626	1994
Lee v. AT&T	7	OCAHO	924	1997
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	OCAHO	1315	2019
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	562	1993
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO	542	1993
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO	582	1993
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
McNier v. San Francisco State University College of Business	7	OCAHO	998	1998
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	619	1994
Moises Reyes v. Pilgrim Psychiatric Center	3	OCAHO	529	1993
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO	519	1993
Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati	1	OCAHO	128	1990

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
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	929	1997
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	OCAHO	372	1991
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	OCAHO	1212	2014
Salvador Chavarin-Lopez v. Nichols Farms	2	OCAHO	371	1991
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	838	1996
	6	OCAHO	838	1996
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Sellaro v. Elektra Records	3	OCAHO	495	1993
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO	383	1991
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO	481	1993
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
United States v. A.J. Bart, Inc.	3	OCAHO	538	1993
United States v. Auburn University	4	OCAHO	617	1994

United States v. Auburn University	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
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

DISCRIMINATION

Citizenship Status Jurisdiction

Temitope Ogunrinu v. Law Resources & Arnold & 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 OCAHO 1332b 2019

13 OCAHO 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

DISCRIMINATION

Complainant May Prove a Case of Employment Discrimination by Direct or Circumstantial Evidence

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

Complainant Must Raise Genuine Issue as to Whether Proffered Reasons for Termination Were Pretext

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

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

Norberto Sagal Torres v. Pacific Continental Textiles, Inc. 10 OCAHO 1203 2013

Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

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

DISCRIMINATION

Complaint Must Allege Less Favorable Treatment Than Others Due to Protected Characteristic

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

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 1379 2020

Definition Under Section 1324b(a)(1)

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

DISCRIMINATION

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

Direct Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

DISCRIMINATION

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority 13 OCAHO 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	OCAHO	1370	2020
Aurelio Galindo v. Smithfield Foods & Yuma County	14	OCAHO	1369	2020
Bienvenido Antonio Thompson v. Prestige Towing Services	13	OCAHO	1309	2018
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	OCAHO	1306a	2018
	13	OCAHO	1306	2017
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	OCAHO	1261	2015
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	OCAHO	1259	2015
Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	OCAHO	1235	2014
Prakash Sinha v. Infosys	14	OCAHO	1373	2020
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	OCAHO	1308	2018
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	OCAHO	1212	2014

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

DISCRIMINATION

Discrimination Can Occur At Any Point In The Hiring Process

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

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

Discrimination Claims Against Employment Agencies

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Discrimination in Hiring

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

DISCRIMINATION

Discrimination Suits Require Some Evidence of Discrimination

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

Discriminatory Intent Shown By Direct or Circumstantial Evidence, or Inferred From Statistics

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

Discriminatory Pattern Can Create Inference of Intent

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

Discriminatory Pattern Probative of Motive

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

DISCRIMINATION

Disparate Impact

Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	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	OCAHO	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	OCAHO	707	1994
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1024	1999
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	705	1994
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	OCAHO	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
United States v. Farmers Insurance Group of Companies	1	OCAHO	22	1988
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. Mesa Airlines	1	OCAHO	74	1989

United States v. Mesa Airlines	1	OCAHO	74	1989
United States v. Weld County School District	2	OCAHO	326	1991
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Wisniewski v. Douglas County School System	1	OCAHO	29	1988

DISCRIMINATION

Document Abuse

Ahadu Tadesse v. United States Postal Service	7	OCAHO	979	1997
Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	1997
Costigan v. NYNEX	6	OCAHO	918	1997
Daniel DeNardo v. WH Smith USA Travel	9	OCAHO	1080	2002
Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001

Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
	9	OCAHO	1075	2001
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO	939	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Kosatschkow v. Allen-Stevens Corporation	7	OCAHO	938	1997
Lee v. AT&T	7	OCAHO	924	1997
Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
	6	OCAHO	888	1996
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	600	1994
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
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
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
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
United States v. Guardsmark	3	OCAHO	572	1993
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	879	1996
	6	OCAHO	861	1996
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996
	4	OCAHO	594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995
United States v. Zabala Vineyards	6	OCAHO	830	1995
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

DISCRIMINATION

Documents

Form I-9

Daniel DeNardo v. WH Smith USA Travel	9	OCAHO	1080	2002

DISCRIMINATION

Employer's Broad Discretion Expectations for Employee's Performance

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	OCAHO	1187	2013

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

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

Evidence

Benjamin Barone v. Superior Washer and Gasket Corp.	10	OCAHO	1176	2013
Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	568	1993

Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	460	1992
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO	550	1993
Daniel Bendig v. Conoco, Inc.	9	OCAHO	1065	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
Errol Williams v. Lucas & Associates	2	OCAHO	357	1991
George Suchta v. United States Postal Service	2	OCAHO	327	1991
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1075	2001
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	2001
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jack Huang v. Queens Motel	2	OCAHO	364	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	189	1990
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
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 Jasso v. Danbury Hilton & Towers	3	OCAHO	522	1993
Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	2013
Juan Francisco Martinez v. Lott Constructors, Inc.	2	OCAHO	323	1991
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	3	OCAHO	470	1992
	4	OCAHO	626	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	OCAHO	457	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	OCAHO	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	OCAHO	1212	2014
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO	383	1991
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
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	4	OCAHO	614	1994
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. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989
United States v. San Diego Semiconductors, Inc.	2	OCAHO	314	1991
United States v. Zabala Vineyards	6	OCAHO	830	1995
Wisniewski v. Douglas County School System	1	OCAHO	29	1988

DISCRIMINATION

Evidence Necessary to Establish Prima Facie Case of Discrimination

Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020

Exceptions to Requirement That Complainant Must Name Party in Charge Before Bringing OCAHO Claim

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

13 OCAHO 1332 2019

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

DISCRIMINATION

Failure to Demonstrate That Similarly Situated Comparators Were Treated Differently

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

Failure to State a Claim

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 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 OCAHO 1370 2020

Aurelio Galindo v. Smithfield Foods & Yuma County	14	OCAHO	1369	2020
Bienvenido Antonio Thompson v. Prestige Towing Services	13	OCAHO	1309	2018
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	OCAHO	1306a	2018
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Prakash Sinha v. Infosys	14	OCAHO	1373	2020
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2019
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020
Zaji Obatala Zajradhara	14	OCAHO	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	OCAHO	1235	2014

Daniel DeNardo v. WH Smith USA Travel	9	OCAHO	1080	2002

DISCRIMINATION

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	510	1993
Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
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
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
James D. Westendorf v. Brown & Root, Inc.	3	OCAHO	477	1992
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	189	1990

Jose Jasso v. Danbury Hilton & Towers	3	OCAHO	522	1993
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	661	1994
Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation	4	OCAHO	707	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO	891	1996
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1035	1999
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	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

United States v. Zabala Vineyards	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	OCAHO	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

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

DISCRIMINATION

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

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 2014

INS Guidelines

Technical or Procedural Verification Failures

Daniel DeNardo v. WH Smith USA Travel 9 OCAHO 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 OCAHO 1227 2014

DISCRIMINATION

Intentional

Ahadu Tadesse v. United States Postal Service	7	OCAHO	979	1997
Benjamin Barone v. Superior Washer and Gasket Corp.	10	OCAHO	1176	2013
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
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
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
Raul A. Gonzalez v. Tri-Component Products, Inc.	9	OCAHO	1118	2005
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
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

DISCRIMINATION

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

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

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

Jurisdiction

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Adolfo Cruz Deguzman v. First America Bank Corporation 3 OCAHO 585 1993

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

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

Christopher Winkler v. West Capital Financial Services 7 OCAHO 928 1997

Cormia v. Home Care Giver Services 10 OCAHO 1160 2012

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
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Esther Din Brooks v. KNK Textile	3	OCAHO	528	1993
Frank Thomas Brown v. Baltimore City Public Schools	3	OCAHO	480	1992
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO	469	1992
Hollingsworth v. Applied Research Associates	7	OCAHO	942	1997
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
	8	OCAHO	1030	1999
Hutchinson v. GTE Data Services	7	OCAHO	954	1997
In re Investigation of University of South Florida, Subpoena	8	OCAHO	1056	2000
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO	1022	1999
Jay S. Manning v. The City of Jacksonville	7	OCAHO	956	1997
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO	524	1993

Jose N. Hernandez v. City of Santa Ana	4	OCAHO	663	1994
Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	466	1992
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO	582	1993
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	639	1994
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
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
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423a	2022

DISCRIMINATION

Knowledge of Citizenship Status

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

Legitimate, Nondiscriminatory Reason

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	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO	1124	2007

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
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
Kasathsko v. Internal Revenue Service	6	OCAHO	840	1996
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	OCAHO	1315	2019
Luigia Wiesner v. CIT Tours, Inc.	5	OCAHO	773	1995
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	OCAHO	1203	2013
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

DISCRIMINATION

Legitimate, Nondiscriminatory Reason for Employment Decision

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.	13	OCAHO	1321a	2019

Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

DISCRIMINATION

Malice Or Ill Will Is Not Required to Establish Discrimination

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

National Origin

Albert Gimein v. Department of Defense & Grumman Aerospace Corporation	3	OCAHO	503	1993
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
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO	526	1993
Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002

Cecilia Araceli Basua v. Walmart #1554	3	OCAHO	535	1993
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	392	1991
	2	OCAHO	374	1991
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1015	1998
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
In re Investigation of University of South Florida, Subpoena	8	OCAHO	1056	2000
Jack Huang v. Queens Motel	2	OCAHO	364	1991
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996

Jose Jasso v. Danbury Hilton & Towers	3	OCAHO	522	1993
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO	891	1996
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO	542	1993
Martin Flores v. Logan Foods Company	6	OCAHO	874	1995
Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
Michael K. Wockenfuss v. Bureau of Prisons	5	OCAHO	767	1995
Moises Reyes v. Pilgrim Psychiatric Center	3	OCAHO	529	1993
Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati	1	OCAHO	128	1990
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
	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	OCAHO	1363c	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

National Origin Jurisdiction

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432c	2023

No Mandate That U.S. Citizen Be Afforded Preference Over Equally Qualified Alien Individual

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 OCAHO 1002 1998

OCAHO Case Law, Unlike Title VII, Has Never Recognized the Disparate Impact Theory

Victor Guerrero v. California Department of Corrections and Rehabilitation 11 OCAHO 1264 2015

OCAHO Does Not Have Jurisdiction to Hear Age-Related Discrimination Claims

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

OCAHO Has No Authority Over Discrimination Claims Covered by Statutes Other Than Section 1324b

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

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 OCAHO 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 OCAHO 1269 2016

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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

DISCRIMINATION

Overlap with EEOC Charges

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

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

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

14 OCAHO 1368a 2020

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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

DISCRIMINATION

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

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

Prescreening of Employment Applicants Based on Their Documentation is Impermissible

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

DISCRIMINATION

Pretext

Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
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
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	OCAHO	1315	2019
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003

Prima Facie Case

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022

Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

DISCRIMINATION

Reduction in Force

Daniel Bendig v. Conoco, Inc.	9	OCAHO	1065	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003

Retaliation

Alex J. Montalvo v. Kering Americas, Inc.	14	OCAHO	1350	2020
Armando Huberth Crespo v. FAMSA, Inc.	13	OCAHO	1337	2019
Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	1994
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	OCAHO	764	1995
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	668	1994

Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	OCAHO	1300	2017
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
	4	OCAHO	691	1994
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO	1124	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1097	2003
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
In re Investigation of University of South Florida, Subpoena	8	OCAHO	1056	2000
Jayaben Patel v. USCIS Boston	14	OCAHO	1353	2020
	14	OCAHO	1353a	2020
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
John A. Breda v. Kindred Braintree Hospital, LLC	10	OCAHO	1202	2013

Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	1996
Jose N. Hernandez v. City of Santa Ana	4	OCAHO	663	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	638	1994
	4	OCAHO	626	1994
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
Seidou Diarrassouba v. Medallion Financial Corporation	9	OCAHO	1076	2001
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
	13	OCAHO	1332g	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Guardsmark	3	OCAHO	572	1993

United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	1997
United States v. Zabala Vineyards	6	OCAHO	844	1996
	6	OCAHO	844	1996
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

DISCRIMINATION

Section 1324b Complaint Stated Sufficient Facts to Permit Inference of Discrimination

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022

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

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

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

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

Subject Matter Jurisdiction

Aurelio Galindo v. Smithfield Foods & Yuma County	14	OCAHO	1369	2020
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO	1284	2016
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO	939	1997
Jayaben Patel v. USCIS Boston	14	OCAHO	1353	2020
	14	OCAHO	1353a	2020
Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1024	1999
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Prakash Sinha v. Infosys	14	OCAHO	1373	2020
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Robert Heath v. Ancile, Inc.	15	OCAHO	1411	2022
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

Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
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. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423a	2022

DISCRIMINATION

Tax Protester

Bunn v. USX/US Steel	7	OCAHO	985	1998
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	1997
Costigan v. NYNEX	6	OCAHO	918	1997

Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	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
James R. Cook v. Pro Source, Inc.	7	OCAHO	960	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
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997
Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
Michael K. Lee v. Airtouch Communications	7	OCAHO	926	1997
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Werline v. Public Service Electric & Gas Company	7	OCAHO	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
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Michael Edward Johnson v. Progressive Roofing	12	OCAHO	1295	2017
Victor Guerrero v. California Department of Corrections and Rehabilitation	11	OCAHO	1264	2015

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	2015

Under Section 1324b Disparate Treatment Must Be Shown

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	OCAHO	1227	2014
Victor Guerrero v. California Department of Corrections and Rehabilitation	11	OCAHO	1264	2015

DISCRIMINATION

Unfair Documentary Practices

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Unfair Documentary Practices Claims are Distinct from Discrimination Claims Under Section 1324b(a)(1)

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

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

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

DISCRIMINATION

Who Qualifies as a Protected Individual for Citizenship Status Discrimination

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

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

Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC 12 OCAHO 1302 2017

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

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

Norberto Sagal Torres v. Pacific Continental Textiles, Inc. 10 OCAHO 1203 2013

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

12 OCAHO 1287 2016

Travis John Guth v. Kaiser Permanente Hawaii 10 OCAHO 1190 2013

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

Vieri Verdesi v. Ark Rustic Inn, LLC 13 OCAHO 1311 2018

DISMISSAL

Abandonment

Abdul Hamid Kadir v. Regal Dental Ceramics	4	OCAHO	598	1994
Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	622	1994
Esther Din Brooks v. Watts Window World	3	OCAHO	570	1993
LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
Martin A. Holguin v. Dona Ana Fashions	4	OCAHO	605	1994
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	628	1994
Noe Rodriguez v. Tyson Foods, Inc.	9	OCAHO	1109	2004
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413b	2022
Robert Paul Heath v. Niha Technologies	16	OCAHO	1427a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421a	2022
Robert Paul Heath v. Tringapps	15	OCAHO	1410c	2022
Tito Ponce Chavez v. National By-Products	4	OCAHO	620	1994
United States v. AMA Repiping, LLC	15	OCAHO	1391	2021

United States v. Cordin Company	10	OCAHO	1162	2012
United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.	4	OCAHO	656	1994
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. Louie's Wine Dive, LLC	15	OCAHO	1404	2021
	15	OCAHO	1404	2021
United States v. Milwhite, Inc.	17	OCAHO	1469a	2023
United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1177	2013
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO	1054	2000
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023
Zoila Palma v. Farley Foods	5	OCAHO	757	1995

DISMISSAL

Acting Lawfully Under a Regulation

Tanya Louise Seaver v. BAE Systems	9	OCAHO	1111	2004

DISMISSAL

After-Acquired Information

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

ALJ Declined to Dismiss Complaint Based on Abandonment

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

ALJ Has Discretion to Dismiss Case After Deeming Complaint Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

ALJ Has Discretion to Dismiss With or Without Prejudice When Dismissal Request Doesn't Specify

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

United States v. Chinese Back Rub d/b/a Chinese Massage 17 OCAHO 1452 2022

DISMISSAL

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

Robert Heath v. Vbeyond Corporation and an Anonymous Employer 14 OCAHO 1368a 2020

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

United States v. Emiliano Rios-Villatoro 14 OCAHO 1364 2020

ALJ May Require Complainant to Show Cause Why Complaint Should Not Be Dismissed

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Robert Heath v. Vbeyond Corporation and an Anonymous Employer 14 OCAHO 1368a 2020

DISMISSAL

ALJ May sua sponte Dismiss Complaint For Failure to State a Claim

Jayaben Patel v. USCIS Boston	14	OCAHO	1353	2020

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022

Circuit Court Factors for Determining Whether to Dismiss Case as Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022

DISMISSAL

Citizenship Status Claim(s)

Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

Citizenship Status Discrimination

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

Citizenship Status Jurisdiction

Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1083	2002
Lee v. AT&T	7	OCAHO	924	1997
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

DISMISSAL

Collateral Estoppel

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.	5	OCAHO	746	1995
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020

Consent Findings

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant	15	OCAHO	1403	2021
United States v. Capital Fireproof Door	14	OCAHO	1372a	2022

DISMISSAL

Default

LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
Sanford J. Strauss v. Rite Aid Corporation	4	OCAHO	721	1994
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015

Denial of Motion to Dismiss

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375f	2022

Dismissal

United States v. Chinese Back Rub d/b/a Chinese Massage 17 OCAHO 1452 2022

DISMISSAL

Dismissal Procedures in Section 68.37 May Apply Where a Party Cannot or Does Not Participate in Their Case

Robert Heath v. Amazee Global Ventures 16 OCAHO 1433a 2022

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385d 2022

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395c 2022

Robert Heath v. Government System Technologies, Inc. 16 OCAHO 1437a 2022

Robert Heath v. Infosoft Solutions 16 OCAHO 1447 2022

Robert Heath v. Smart Works, LLC 16 OCAHO 1434a 2022

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

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

Sanhjeshni Lata Hussain v. Amazon Web Services, Inc. 17 OCAHO 1453 2022

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

DISMISSAL

Dismissal With Prejudice

United States v. Chinese Back Rub d/b/a Chinese Massage	17	OCAHO	1452	2022
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

Dismissal With Prejudice Appropriate When Extensive Litigation Has Occurred

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc	15	OCAHO	1388g	2022

DISMISSAL

Dismissal With Prejudice Bars Any Further Proceedings 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	12	OCAHO	1271	2016
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

Dismissal With Prejudice Bars Subsequent Action Between the Same Parties On the Same Claim

Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

Dismissal With Prejudice Has Both Res Judicata and Collateral Estoppel Consequences

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
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020

DISMISSAL

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

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. 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, 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

Daniela Violante v. The Giant Food Company	17	OCAHO	1458	2022
Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.	17	OCAHO	1453	2022
United States v. El Vajio, LLC	17	OCAHO	1466	2022
United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461a 2022

United States v. Ruiz Brothers, LLC, d/b/a El Agave 17 OCAHO 1468 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425b 2022

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

DISMISSAL

Dismissal Without Prejudice Allows Complainant to Reinstate Matter By Filing New Complaint

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Dismissal Without Prejudice Appropriate When Case Is At An Early Stage

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Dismissal Without Prejudice Appropriate When Respondent Did Not Identify Any Prejudice

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

DISMISSAL

Dismissal Without Prejudice Does Not Bar A Second Suit

Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

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

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. Sahara Wireless International, Inc.	11	OCAHO	1262	2015

Document Abuse Claim Dismissed on Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

DISMISSAL

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. 13 OCAHO 1321 2019

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

Terri Ann Jablonski v. Kelly Legal Services, et al. 12 OCAHO 1282 2016

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

DISMISSAL

Factors Relevant to the Consideration of a Motion to Dismiss Without Prejudice

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

Failure to Amend Section 1324b Complaint to Show Number of Employees May Lead to Dismissal

Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022

Failure to Comply With ALJ Orders May Warrant Dismissal

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021
	15	OCAHO	1388f	2022

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

United States v. Patmo Concrete LLC 17 OCAHO 1448a 2022

DISMISSAL

Failure to File Ordered Status Report May Warrant Dismissal

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Failure to Indicate Respondent's Number of Employees May Lead to Dismissal of 1324b Complaint

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Failure to Plead Jurisdiction May Lead to Dismissal of Complaint

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423b	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022

DISMISSAL

Failure to Respond

United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1177	2013

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413b	2022
Robert Paul Heath v. Niha Technologies	16	OCAHO	1427a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421a	2022
Robert Paul Heath v. Tringapps	15	OCAHO	1410c	2022
United States v. Ferrantino Fuel Corp.	13	OCAHO	1335	2020

DISMISSAL

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc	15	OCAHO	1388g	2022
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. Louie's Wine Dive, LLC	15	OCAHO	1404	2021
United States v. Milwhite, Inc.	17	OCAHO	1469a	2023
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
	17	OCAHO	1448b	2022

United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
United States v. Sal's Lounge	15	OCAHO	1394b	2022
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

DISMISSAL

Failure to Respond to Court Orders May Lead to Dismissal of Complaint

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
	15	OCAHO	1413c	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423b	2022
	16	OCAHO	1423a	2022

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

United States v. Azteca Restaurant, Northgate	1	OCAHO	33	1988
United States v. Capitol Arts & Frames, Inc.	1	OCAHO	229	1990
United States v. Garcia-Guaneros	13	OCAHO	1334	2020
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

DISMISSAL

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

United States v. AMA Repiping, LLC	15	OCAHO	1391	2021
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
United States v. Vilardo Vineyards	11	OCAHO	1248	2015

Frivolous Complaint

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 2006

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

DISMISSAL

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

Cecilia Araceli Basua v. Walmart #1554	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
United States v. Visit USA Bureau - San Francisco, Inc.	1	OCAHO	155	1990
Wartan Bozoghlanian v. Hughes Radar Systems Group	5	OCAHO	741	1995

DISMISSAL

If Motion to Substitute Is Not Made Within Time Set By Court, Case May Be Dismissed

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418d	2023
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419c	2023

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

Alex J. Montalvo v. Kering Americas, Inc.	14	OCAHO	1350	2020
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

DISMISSAL

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

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

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Joint Dismissal

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. La Charca, LLC 17 OCAHO 1467 2022

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken 16 OCAHO 1445a 2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461a 2022

United States v. Ruiz Brothers, LLC, d/b/a El Agave 17 OCAHO 1468 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425b 2022

DISMISSAL

Joint Motion

LeEdwards v. Kumagai International USA Corporation 4 OCAHO 609 1994

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

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

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

Joint Stipulation of Dismissal With Prejudice

Y.Y. v. Zuora 15 OCAHO 1402b 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

DISMISSAL

Jurisdiction

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

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

DISMISSAL

McDonnell-Douglas Framework Not Evidentiary Standard in Motion to Dismiss Context

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022

Motion to Dismiss Is Not the Vehicle for the Court to Resolve Factual Disputes

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022

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

Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	OCAHO	1336	2020
Mark Scheller Hooper v. Intel Corporatiion	13	OCAHO	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	OCAHO	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	OCAHO	1329	2019
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. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	OCAHO	1325	2019
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

DISMISSAL

National Origin Claim(s)

Zaji Obatala Zajradhara	14	OCAHO	1363c	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

DISMISSAL

National Origin Discrimination

Kevin Raffay v. Western Digital	10	OCAHO	1159	2012
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

National Origin Jurisdiction

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	OCAHO	1033	1999
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Garth Anton Hayden v. New York Police Department	13	OCAHO	1313	2018
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002

Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO	582	1993
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Michael K. Wockenfuss v. Bureau of Prisons	5	OCAHO	767	1995
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	907	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	1997
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

DISMISSAL

Non-Responsiveness May Indicate Abandonment of a Complaint That Warrants Dismissal

Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

OCAHO Rules Do Not Specifically Cover Voluntary Dismissal By The Complainant

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	OCAHO	1336	2020
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324e	2021
Mark Scheller Hooper v. Intel Corporatiion	13	OCAHO	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	OCAHO	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	OCAHO	1329	2019
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
Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.	17	OCAHO	1453	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	OCAHO	1325	2019
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
Y.Y. v. Zuora, Inc.	15	OCAHO	1402a	2022
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

DISMISSAL

Opportunity to Respond to ALJ's Potential sua sponte Dismissal

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

DISMISSAL

Parties Jointly Moved to Dismiss Without Prejudice at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Parties That Enter Into Settlement Agreement Shall Follow 28 C.F.R. Section 68.14 to Seek Dismissal

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

Party Moving for Dismissal Failed to Provide Law Supporting Dismissal

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

DISMISSAL

Party Moving for Dismissal Has Burden of Establishing That Dismissal Is Appropriate

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Persons Protected

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

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

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

Prior Section 1324b Cases Have Been Dismissed for Failure to Timely File Complaint With OCAHO

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Protected Individual

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

DISMISSAL

Request for Hearing May Be Dismissed Upon Its Abandonment by Party Who Filed It

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460a 2022

United States v. Milwhite, Inc. 17 OCAHO 1469a 2023

United States v. Patmo Concrete LLC 17 OCAHO 1448b 2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

17 OCAHO 1457b 2022

United States v. Triple Crown Restaurant Group LLC 16 OCAHO 1444b 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444a 2022

Respondent

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 OCAHO 600 1994

DISMISSAL

Retaliation

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Retaliation Claim Dismissed on Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Service

United States v. Mayfly Fashion, Inc. 6 OCAHO 894 1996

Service of Complaint

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

DISMISSAL

Settlement

A.S. v. Discover Financial Services, LLC 12 OCAHO 1292 2016

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

Azia Aityahia v. Sabena Airline Training Center, Inc. 9 OCAHO 1122 2006

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

LeEdwards v. Kumagai International USA Corporation 4 OCAHO 609 1994

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

United States v. California Mantel, Inc. 10 OCAHO 1168 2013

United States v. Chinese Back Rub d/b/a Chinese Massage 17 OCAHO 1452 2022

United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes 6 OCAHO 921 1997

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
United States v. IBP, Inc.	5	OCAHO	766	1995
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022
United States v. Torres Mexican Food, Inc.	4	OCAHO	596	1994
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425b	2022
United States v. Turner's Japanese Auto Repair	8	OCAHO	1009	1998

DISMISSAL

Stay of Proceedings May Be Issued When Dismissal May Be Imminent

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022

DISMISSAL

Stay of Proceedings Pending Adjudication of Motion to Dismiss

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

Subject Matter Jurisdiction

Alex J. Montalvo v. Kering Americas, Inc.	14	OCAHO	1350	2020
Aurelio Galindo v. Smithfield Foods & Yuma County	14	OCAHO	1369	2020
Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	1997
Costigan v. NYNEX	6	OCAHO	918	1997
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO	1284	2016
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997

Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Garth Anton Hayden v. New York Police Department	13	OCAHO	1313	2018
Hollingsworth v. Applied Research Associates	7	OCAHO	942	1997
Hutchinson v. GTE Data Services	7	OCAHO	954	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO	1022	1999
Jay S. Manning v. The City of Jacksonville	7	OCAHO	956	1997
Jayaben Patel v. USCIS Boston	14	OCAHO	1353	2020
	14	OCAHO	1353a	2020
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO	923	1997
Kosatschkow v. Allen-Stevens Corporation	7	OCAHO	938	1997
Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO	1352	2020

Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. American Airlines	8	OCAHO	1044	2000
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO	1054	2000
Washington Younggil Kim Jung Windsor	12	OCAHO	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. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423a	2022

DISMISSAL

Summary Decision

Armando Huberth Crespo v. FAMSA, Inc.	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
	10	OCAHO	1128	2009
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	879	1996
	6	OCAHO	861	1996
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

DISMISSAL

Tax Protester

Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	1997
Hollingsworth v. Applied Research Associates	7	OCAHO	942	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
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997

Timeliness

Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Kosatschkow v. Allen-Stevens Corporation	7	OCAHO	938	1997
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
United States v. Performance Printing Corporation	5	OCAHO	779	1995

DISMISSAL

Treated as Motion for Summary Decision Where Evidence Outside Pleadings is Considered

United States v. Split Rail Fence Company, Inc.	11	OCAHO	1216	2015
	11	OCAHO	1216	2014

Untimely Complaint

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

Untimely Filing

Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO	1102	2003
Ernestina C. Lopez v. James Jung, Hallmark Cleaners	10	OCAHO	1171	2013
Galdino Casillas Garcia v. McCarron Electric Company	5	OCAHO	747	1995
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO	716	1994

Joan A. Lardy v. United Airlines, Inc.	6	OCAHO	843	1996
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Julian Sahagun v. Bend-Pack, Inc.	5	OCAHO	809	1995
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	OCAHO	726	1995
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	OCAHO	1188	2013
Sall v. Wal-Mart Stores, Inc.	10	OCAHO	1161	2012
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
Yadira Azucena Ocampo Soto v. Top Industrial, Inc.	7	OCAHO	999	1998

DISMISSAL

Voluntary Dismissal

Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.	17	OCAHO	1453	2022

Voluntary Dismissal by Complainant

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	OCAHO	1336	2020
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324e	2021
Mark Scheller Hooper v. Intel Corporatiion	13	OCAHO	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	OCAHO	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	OCAHO	1329	2019
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
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

DISMISSAL

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

Alex J. Montalvo v. Kering Americas, Inc.	14	OCAHO	1350	2020
Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022

DISMISSAL

With Prejudice

Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324e	2021
Eusebio Huesca v. Rojas Bakery	4	OCAHO	654	1994
Hernandez v. Farley Candy Company	5	OCAHO	810	1995
Linda S. Walker v. United Airlines, Inc.	6	OCAHO	856	1996
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
Rider F. Garcia v. Can-Am Electric, LLC	15	OCAHO	1401	2021
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Tulin E. Mangir v. TRW, Inc.	4	OCAHO	672	1994
United States v. Auburn University	4	OCAHO	658	1994

United States v. Facebook, Inc.	14	OCAHO	1386f	2021
United States v. Redi-Cut Foods, Inc.	4	OCAHO	659	1994
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020

DISMISSAL

Without Prejudice

Abdul Hamid Kadir v. Regal Dental Ceramics	4	OCAHO	598	1994
Cheryl Ann Hughes v. Fiat Chrysler Automotive	13	OCAHO	1336	2020
LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
Mark Scheller Hooper v. Intel Corporatiion	13	OCAHO	1330	2019
Mark Scheller Hooper v. Nokia Corporatiion	13	OCAHO	1328	2019
Mark Scheller Hooper v. Skyworks, Inc.	13	OCAHO	1329	2019
Tulin E. Mangir v. TRW, Inc.	4	OCAHO	672	1994
United States v. Emiliano Rios-Villatoro	14	OCAHO	1364	2020
United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	OCAHO	1325	2019
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

DOCUMENT ABUSE

Acceptable Documents

Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Michael Edward Johnson v. Progressive Roofing	12	OCAHO	1295	2017

Analyzed Under McDonnell Douglas Burden-Shifting Framework

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

Back Pay

United States v. Acosta, Inc. d/b/a McDonald's	7	OCAHO	961	1997
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	636	1994

Citizenship Status

Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	OCAHO	1300	2017
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare	11	OCAHO	1227	2014
Vieri Verdesi v. Ark Rustic Inn, LLC	13	OCAHO	1311	2018

DOCUMENT ABUSE

Citizenship Status Discrimination

Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003

Civil Money Penalty

United States v. The Beverly Center 5 OCAHO 762 1995

DOCUMENT ABUSE

Definition

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

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Discrimination

Michael K. Lee v. Airtouch Communications 6 OCAHO 901 1996

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

Travis John Guth v. Kaiser Permanente Hawaii 10 OCAHO 1190 2013

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

Werline v. Public Service Electric & Gas Company 7 OCAHO 935 1997

DOCUMENT ABUSE

Document Abuse Can Occur At Any Time During the Hiring Process

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

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

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

Document Abuse is Inherently an Unfair Immigration-Related Employment Practice

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

DOCUMENT ABUSE

Documents

United States v. Acosta, Inc. d/b/a McDonald's	7	OCAHO	961	1997
United States v. Acosta, Inc. d/b/a McDonald's	7	OCAHO	961	1997
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	OCAHO	900	1996
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. IBP, Inc.	8	OCAHO	1021	1999

Elements Required to Establish a Claim of Document Abuse

Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
	13	OCAHO	1345a	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

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

R.O. v. Crossmark, Inc.	11	OCAHO	1236	2014

DOCUMENT ABUSE

Failure to State a Claim

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
James R. Cook v. Pro Source, Inc.	7	OCAHO	960	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
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997

Olisaemeka Eze v. West County Transportation Agency	10	OCAHO	1140	2011
R.O. v. Crossmark, Inc.	11	OCAHO	1236	2014
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	929	1997
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1040	2000
	8	OCAHO	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	OCAHO	1088	2003

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

Intent Requirement

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

DOCUMENT ABUSE

Intent to Discriminate

Travis John Guth v. Kaiser Permanente Hawaii 10 OCAHO 1190 2013

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

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

Jurisdiction

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

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

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

Lee v. AT&T 7 OCAHO 924 1997

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection 7 OCAHO 925 1997

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	879	1996
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996
	4	OCAHO	594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	636	1994

DOCUMENT ABUSE

National Origin

Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	OCAHO	1300	2017
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002

No Document Abuse When Respondent Did Not Request Documents From Complainant

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

No Document Abuse Where Employer Asked Only for Valid Documents, Not More or Different Documents

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

DOCUMENT ABUSE

No Evidence That Employer Requested Documents for a Discriminatory Reason

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 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 OCAHO 1295 2017

Persons Protected

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

Doris Rainwater v. Doctor's Hospice of Georgia, Inc. 12 OCAHO 1300 2017

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

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995
	4	OCAHO	601	1994
Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	OCAHO	880	1996

DOCUMENT ABUSE

Prima Facie Case

Carlos Alberto Martinez v. Noah's New York Bagels, Inc.	6	OCAHO	917	1997
Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Jarvis v. AK Steel	7	OCAHO	930	1997
Michael Edward Johnson v. Progressive Roofing	12	OCAHO	1295	2017
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013

Requirements to Establish a Claim of Document Abuse

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

DOCUMENT ABUSE

Tax Protester

Bunn v. USX/US Steel	7	OCAHO	985	1998
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	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
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
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO	923	1997
Lee v. AT&T	7	OCAHO	924	1997

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997
Michael K. Lee v. Airtouch Communications	6	OCAHO	901	1996
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997

DOCUMENT FRAUD

Burden of Proof

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
	14	OCAHO	1349	2020
United States v. Garcia-Guaneros	13	OCAHO	1334	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. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021

Cease and Desist

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 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 OCAHO 1350 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Denial of Motion to Dismiss Document Fraud Complaint

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375 2020

Deportation

United States v. Kaday Musu Thoronka 5 OCAHO 725 1995

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

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

DOCUMENT FRAUD

Dismissal

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

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. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

14 OCAHO 1380a 2021

Failure to State a Claim

United States v. Garcia-Guaneros	13	OCAHO	1334	2020
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375	2020

DOCUMENT FRAUD

Fine

United States v. Maria Sourovova	8	OCAHO	1020	1998
United States v. Orlando Diaz-Rosas	4	OCAHO	702	1994

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

DOCUMENT FRAUD

Generally

United States v. Armando Alvarez-Suarez	6	OCAHO	862	1996
	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	OCAHO	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

DOCUMENT FRAUD

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	OCAHO	1349a	2020
	14	OCAHO	1349	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021

In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

United States v. Leticia Velarde	14	OCAHO	1384	2020

Knowledge

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
United States v. Felipe De Leon-Valenzuela	8	OCAHO	1004	1998
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	96	1989
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Maria Sourovova	7	OCAHO	987	1998
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021

DOCUMENT FRAUD

Liability

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020

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

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

DOCUMENT FRAUD

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

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

14 OCAHO 1349 2020

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo 14 OCAHO 1359a 2021

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

14 OCAHO 1380a 2021

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

DOCUMENT FRAUD

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

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

Summary Decision

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

14 OCAHO 1349 2020

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

United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo 14 OCAHO 1359a 2021

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

14 OCAHO 1380a 2021

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

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

DOCUMENT FRAUD

Unlabled Identification Document Attached to Complaint Is Not Enough to Establish Liability

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

Who Can Bring a Claim of Document Fraud

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

DOCUMENTS

A Restricted Social Security Card is Not Sufficient to Establish Employment Authorization

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

DOCUMENTS

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 Presented for Employment Eligibility Verification Must Be Valid and Not Expired

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

Form I-94

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

Generally

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

DOCUMENTS

No Document Abuse Where Employer Asked Only for Valid Documents, Not More or Different Documents

Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020

Privilege Claim

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Ramada Inn Old Town	1	OCAHO	103	1989
	1	OCAHO	105	1989
United States v. SDI Industries, Inc.	3	OCAHO	465	1992

DOUBLE JEOPARDY

Defense(s)

United States v. Pedro Dominguez	6	OCAHO	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

DOUBLE JEOPARDY

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
United States v. R&M Fashion, Inc.	6	OCAHO	826	1995

DUTY

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

Form I-9

United States v. Crescent City Meat Company, Inc.	11	OCAHO	1217	2014
	11	OCAHO	1217	2014

Form I-9

United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Corporate Loss Prevention Associates, Ltd.	6	OCAHO	886	1996

United States v. Davis Nursery, Inc.	4	OCAHO	694	1994
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO	627	1994
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994

DUTY

Generally

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	1993
United States v. Wood 'N Stuff	3	OCAHO	574	1993

EDUCATION

Generally

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

Mitigation

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

EIGHTH AMENDMENT

Civil Money Penalty

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

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

Defense(s)

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

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

Acceptable Documents

Michael Edward Johnson v. Progressive Roofing 12 OCAHO 1295 2017

Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation

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

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

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 E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Final Nonconfirmation

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

ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

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

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

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 2014

10 OCAHO 1214 2014

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

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

Tentative Nonconfirmation

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

EMPLOYEES

Calculating Number of Employees Employed by Respondent During Relevant Period

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

EMPLOYEES

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

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

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

Definition

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

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

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

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

EMPLOYEES

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

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355	2020
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. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1228	2014

Failure to Indicate Respondent's Number of Employees May Lead to Dismissal of 1324b Complaint

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022

Function of Individual Within Entity is Determinative of Employee Status

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

United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014

EMPLOYEES

Generally

Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1035	1999
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO	1115	2005
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO	945	1997

Grandfathered

United States v. Anodizing Industries, Inc.	10	OCAHO	1184	2013
United States v. Crescent City Meat Company, Inc.	11	OCAHO	1217	2014
	11	OCAHO	1217	2014
United States v. The Red Coach Restaurant, Inc.	10	OCAHO	1195	2013

Hearsay

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

EMPLOYEES

In Section 1324b Cases, Number of Employees Employed by Respondent Is Jurisdictional Fact

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

Independent Contractor Determination Looks to Regulation, OCAHO Cases and Federal Agency Law

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

Independent Contractor(s)

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

Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 2014

EMPLOYEES

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

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

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Loss of Grandfathered Status

United States v. Anodizing Industries, Inc. 10 OCAHO 1184 2013

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

United States v. Dr. Robert Schaus, D.D.S.	11	OCAHO	1239	2014
United States v. Leed Construction, Megan Burkholder	11	OCAHO	1237	2014
United States v. Metropolitan Enterprises, Inc.	12	OCAHO	1297	2017

EMPLOYEES

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

United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014

National Origin

Martin Flores v. Logan Foods Company	6	OCAHO	874	1995

National Origin Claim(s)

Cormia v. Home Care Giver Services	10	OCAHO	1160	2012
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO	891	1996

Michael K. Lee v. Airtouch Communications 6 OCAHO 901 1996

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

EMPLOYEES

National Origin Discrimination

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

National Origin Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

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

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

EMPLOYEES

Section 1324b Complaint Should Contain Number of Employees Employed by Respondent

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

16 OCAHO 1423a 2022

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

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

Work Authorization

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

EMPLOYER PRACTICES

Burden of Proof

Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003

Compliance with Employer Sanctions

United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996
United States v. Walden Station, Inc.	8	OCAHO	1053	2000
Wisniewski v. Douglas County School System	1	OCAHO	29	1988

Continuing Violation(s)

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	348	1991
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
United States v. Curran Engineering Company, Inc.	7	OCAHO	975	1997
United States v. Fairfield Jersey, Inc.	9	OCAHO	1069	2001
United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO	429	1992
	2	OCAHO	400	1989
United States v. Weld County School District	2	OCAHO	326	1991

EMPLOYER PRACTICES

Discharge

Cecilia Araceli Basua v. Walmart #1554	3	OCAHO	535	1993
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003

Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Esther Din Brooks v. Watts Window World	3	OCAHO	558	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO	582	1993
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	600	1994
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020

EMPLOYER PRACTICES

Discrimination

Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007

Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Luigia Wiesner v. CIT Tours, Inc.	5	OCAHO	773	1995
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Olisaemeka Eze v. West County Transportation Agency	10	OCAHO	1140	2011
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Guardsmark	4	OCAHO	614	1994
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	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	OCAHO	1090	2003
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Fordjour v. General Dynamics	1	OCAHO	286	1991
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
James D. Westendorf v. Brown & Root, Inc.	3	OCAHO	477	1992
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	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
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
United States v. The Beverly Center	5	OCAHO	762	1995

Hire/Hiring

Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO	550	1993
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Esther Din Brooks v. Watts Window World	3	OCAHO	558	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003

Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	661	1994
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO	497	1993
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
United States v. Aid Maintenance Company, Inc.	7	OCAHO	951	1997
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
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

EMPLOYER PRACTICES

Knowledge

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003

Pattern or Practice

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

United States v. Robison Fruit Ranch, Inc.	4	OCAHO	594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	601	1994

EMPLOYER PRACTICES

Prescreening

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

Reduction in Force

Daniel Bendig v. Conoco, Inc.	9	OCAHO	1065	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004

Retaliation

Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	1994
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO	547	1993
	3	OCAHO	535	1993
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
	4	OCAHO	691	1994
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO	1124	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	638	1994
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	562	1993
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995

United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	1997
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO	429	1992

EMPLOYER PRACTICES

Summary Decision

Knowledge of Employer

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

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	OCAHO	778	1995
United States v. Marcel Watch Corporation	1	OCAHO	143	1990
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

EMPLOYER(S)

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

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

EMPLOYER(S)

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

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

Joint Employer Not Established

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

EMPLOYER(S)

Knowledge

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

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

Responsibility

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

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

United States v. The Beverly Center 5 OCAHO 762 1995

Successorship Liability

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

EMPLOYER(S)

Union(s)

Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	OCAHO	107	1989

Unnamed or Fictitiously-named Respondent

United States v. Capital Fireproof Door	14	OCAHO	1372	2020

EMPLOYMENT

Authorization

Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1075	2001
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Monica Zapata-Cosio	5	OCAHO	822	1995
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003

EMPLOYMENT

Continue to Employ

United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Cafe Camino Real, Inc.	2	OCAHO	307	1991
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
United States v. Giamblis Enterprises	6	OCAHO	834	1996
United States v. Great Bend Packing Company	6	OCAHO	835	1996

United States v. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	2011
United States v. Mester Manufacturing Company	1	OCAHO	18	1988
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	518	1993
United States v. New El Rey Sausage Company	1	OCAHO	66	1989
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	396	1991
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. Saeed Rahimzadeh Corporation	3	OCAHO	551	1993
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	91	1989
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	198	1990

EMPLOYMENT

Definition

United States v. Cafe Camino Real, Inc.	2	OCAHO	307	1991
United States v. David Jenkins	4	OCAHO	649	1994
United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Ronning Landscaping, Inc.	10	OCAHO	1149	2012

United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	412	1993

EMPLOYMENT

Discrimination

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

Duty

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	518	1993
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	1993

Employee

Johnson v. Florida Power Corporation	7	OCAHO	981	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
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

EMPLOYMENT

Employer(s)

Apparent or Implied Authority

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
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Burns and Intra-Continental Enterprises	5	OCAHO	768	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Corporate Loss Prevention Associates, Ltd.	6	OCAHO	886	1996
United States v. David Jenkins	4	OCAHO	649	1994
United States v. Davis Nursery, Inc.	4	OCAHO	694	1994

United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Dubois Farms, Inc.	1	OCAHO	242	1990
United States v. El Paso Hospitality, Inc.	5	OCAHO	737	1995
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO	592	1994
United States v. Giamblis Enterprises	5	OCAHO	817	1995
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO	627	1994
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	670	1994
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO	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	OCAHO	91	1989
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	OCAHO	138	1990
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
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	OCAHO	782	1995
United States v. Wood 'N Stuff	3	OCAHO	574	1993
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	198	1990

EMPLOYMENT

Evidence

Cormia v. Home Care Giver Services	10	OCAHO	1160	2012
Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC	10	OCAHO	1134	2010

Generally

United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Honeybake Farms, Inc.	2	OCAHO	311	1991
United States v. Mr. Z Enterprise	1	OCAHO	288	1991
United States v. Power Operating Company	3	OCAHO	580	1993
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996

Grandfathered Employees

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

EMPLOYMENT

Independent Contractor(s)

United States v. David Jenkins	5	OCAHO	743	1995
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	1991
United States v. Mr. Z Enterprise	1	OCAHO	288	1991
United States v. Power Operating Company	3	OCAHO	580	1993
United States v. Richard Bakovic	3	OCAHO	482	1991
United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services	11	OCAHO	1257	2015
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	91	1989
United States v. U.S. Style, Inc.	5	OCAHO	793	1995
Victor B. Palma v. Alufase USA, LLC	10	OCAHO	1213	2014

Knowledge

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

EMPLOYMENT

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

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

Seasonal Agricultural Workers

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

EMPLOYMENT AUTHORIZATION

A Restricted Social Security Card is Not Sufficient to Establish Employment Authorization

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

Documents

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

Michael K. Lee v. Airtouch Communications 6 OCAHO 888 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. Robison Fruit Ranch, Inc. 6 OCAHO 855 1996

Generally

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

Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
Luigia Wiesner v. CIT Tours, Inc.	5	OCAHO	773	1995
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996

EQUAL ACCESS TO JUSTICE ACT

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

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

Generally

Charo's Corporation d/b/a Charo's Restaurant v. United States	5	OCAHO	761	1995
	7	OCAHO	980	1997
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	382	1991

United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	391	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	3	OCAHO	467	1992
	3	OCAHO	402	1992
	3	OCAHO	401	1992
United States v. G.L.C. Restaurant d/b/a Capriccio Restaurant	3	OCAHO	439	1992
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	2	OCAHO	389	1991
	1	OCAHO	270	1990
	1	OCAHO	216	1990
United States v. Mourad Abu Remileh	6	OCAHO	864	1996
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

EQUAL ACCESS TO JUSTICE ACT

Substantial Justification

Charo's Corporation d/b/a Charo's Restaurant v. United States 5 OCAHO 761 1995

EQUITABLE TOLLING

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

14 OCAHO 1370 2020

180-Day Period

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

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

Ephrain Manuel Berlanga v. Butterball Company	4	OCAHO	669	1994
Galdino Casillas Garcia v. McCarron Electric Company	5	OCAHO	747	1995
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO	716	1994
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	OCAHO	1235	2014
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO	695	1994

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

EQUITABLE TOLLING

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

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2019
United States v. Chen Wilmington, Inc.	11	OCAHO	1241	2015
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015

Available Where Party Prevented From Filing By Wrongful Conduct of Opponent

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

Charge

Ephrain Manuel Berlanga v. Butterball Company	4	OCAHO	669	1994
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO	716	1994
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994

Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
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
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	838	1996
	6	OCAHO	838	1996
United States v. Auburn University	4	OCAHO	602	1994
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO	695	1994
	4	OCAHO	653	1994
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

EQUITABLE TOLLING

Complaint

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	OCAHO	1033	1999
Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO	1102	2003
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	OCAHO	1188	2013

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
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO	653	1994

EQUITABLE TOLLING

Complaint Filing Period

In Re Investigation of: NHS Human Services	10	OCAHO	1198	2013

Conclusory, General Reference to COVID-19 Pandemic Insufficient to Toll a Deadline

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

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

Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	OCAHO	1235	2014

EQUITABLE TOLLING

Equitable Estoppel

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

Equitable Tolling Does Not Extend to Garden Variety Claim of Excusable Neglect

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

Equitable Tolling is Rare Remedy Available Only Where Requesting Party Exercised Due Diligence

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370a	2020
Bienvenido Antonio Thompson v. Prestige Towing Services	13	OCAHO	1309	2018
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	OCAHO	1306a	2018
	13	OCAHO	1306	2017

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

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

United States v. Vilardo Vineyards 11 OCAHO 1248 2015

EQUITABLE TOLLING

Equitable Tolling May Apply If the Charging Party Timely Filed a Change in the Wrong Forum

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

Equitable Tolling of Charge Filing Period

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. 14 OCAHO 1370 2020

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

Temitope Ogunrinu v. Law Resources 13 OCAHO 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 OCAHO 1370 2020

Garth Anton Hayden v. New York Police Department 13 OCAHO 1313 2018

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

Generally

Alexander T. Mikhailine v. WebSci Technologies, Inc. 8 OCAHO 1033 1999

Anthony F. Lundy v. OOCL, Inc. 1 OCAHO 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

EQUITABLE TOLLING

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

United States v. Vilardo Vineyards	11	OCAHO	1248	2015

EQUITABLE TOLLING

Memorandum of Understanding (MOU)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
United States v. Auburn University	4	OCAHO	617	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	879	1996

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

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 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 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Notification

Joseph E. Sabol v. Northern Michigan University 9 OCAHO 1107 2004

Sara Caspi v. William J. Hoffman and Trigild Corporation 7 OCAHO 991 1998

United States v. Auburn University 4 OCAHO 617 1994

Pro Se

Anthony F. Lundy v. OOCL, Inc.	1	OCAHO	215	1990
Ashwani Goel v. Indotronix Internation Corporation	9	OCAHO	1102	2003
Bienvenido Antonio Thompson v. Prestige Towing Services	13	OCAHO	1309	2018
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.	3	OCAHO	548	1993
Emil Anis Halim v. Accu-Labs Research, Inc.	3	OCAHO	474	1992
John C. Grodzki v. OOCL, Inc.	1	OCAHO	295	1991
	1	OCAHO	243	1990
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Juan J. Salcido v. New-Way Pork Company	3	OCAHO	425	1992

EQUITABLE TOLLING

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	OCAHO	1370a	2020
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

EQUITABLE TOLLING

Requires Showing of Extraordinary Circumstances

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

Time Computation(s)

Joseph E. Sabol v. Northern Michigan University 9 OCAHO 1107 2004

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 OCAHO 600 1994

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

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

Yadira Azucena Ocampo Soto v. Top Industrial, Inc. 7 OCAHO 999 1998

Where Employer Resists Producing Information to Office of Special Counsel

In Re Investigation of: NHS Human Services 10 OCAHO 1198 2013

ESTOPPEL

Collateral

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al. 5 OCAHO 746 1995

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

United States v. Power Operating Company 3 OCAHO 580 1993

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

Equitable

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

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner 4 OCAHO 670 1994

Estoppel Against the Government Not Created Merely by Silence or Delay

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

ESTOPPEL

Estoppel Must at a Minimum Be Premised Upon Some Affirmative Government Misconduct

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

Generally

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1047 2000

Hernandez v. Farley Candy Company 5 OCAHO 765 1995

In re Investigation of ABM Industries, Subpoena 5 OCAHO 763 1995

Government Is Virtually Impervious to Claims of Equitable Estoppel

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

ESTOPPEL

Government May Not Be Estopped on the Same Terms as Other Litigants

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

Judicial

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

ETHICAL CONDUCT

Admonishment of a Party for Misconduct

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

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

ALJ May Exclude From Proceedings Parties Who Refuse to Adhere to Standards of Conduct

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

ETHICAL CONDUCT

ALJ May Exclude Parties From Proceedings for Unethical Conduct or Use of Dilatory Tactics

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

ALJ May Petition District Court to Authorize Remedies for Those Who Obstruct OCAHO Proceedings

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

All Persons in OCAHO Proceedings Are Expected to Act With Integrity and in an Ethical Manner

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

ETHICAL CONDUCT

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 OCAHO 1246 2015

Court Takes Seriously Any Credible Allegation of Professional Misconduct

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

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 OCAHO 1370b 2021

Ethics Rules Require Counsel to Cite to Known Authority Contrary to Client's Position

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

ETHICAL CONDUCT

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 Construction 11 OCAHO 1246 2015

Frivolous Filing

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

Generally

United States v. McDonnell Douglas Corporation 2 OCAHO 351 1991

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services 9 OCAHO 1079 2002

United States v. The Beverly Center 5 OCAHO 762 1995

ETHICAL CONDUCT

Knowing Misrepresentation of Matters to OCAHO May Constitute Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Lawyers Are Officers of the Court and Have an Ethical Duty to Be Candid With the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Party Misconduct May Warrant Adverse Credibility Finding

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

Party Seeking Standards of Conduct Sanctions Must Specifically Identify Alleged Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

ETHICAL CONDUCT

Permissible Sanctions for Standards of Conduct Violations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Plagiarism Violates Counsel's Duty to Act With Integrity and With Candor to the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Pleading and Argument Contrary to All Relevant Authority Show Lack of Candor With the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Sanctions for Violating Standards of Conduct Reserved for Particularly Egregious Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

ETHICAL CONDUCT

Standards of Conduct

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct

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

Standards of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Unsubstantiated Accusations and Inflammatory Language Have No Place in the Forum

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

ETHICAL CONDUCT

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United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	OCAHO	1246	2015

When Ethical Issues Arise in OCAHO Proceedings, Applicable State Bar Rules Provide Guidance

United States v. Chancery Staffing Solutions, LLC et al.	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
United States v. Chen Wilmington, Inc.	11	OCAHO	1241	2015

E-VERIFY

Acceptable Documents

Michael Edward Johnson v. Progressive Roofing 12 OCAHO 1295 2017

E-VERIFY

Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation

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

Employers Enrolled in E-Verify May Only Accept List B Document Containing a Photograph

Michael Edward Johnson v. Progressive Roofing 12 OCAHO 1295 2017

Errors In Employee's Information in E-Verify

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

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

E-VERIFY

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

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

Federal Contractors

Travis John Guth v. Kaiser Permanente Hawaii 10 OCAHO 1190 2013

Final Nonconfirmation

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

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

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

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

E-VERIFY

Tentative Nonconfirmation

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

EVIDENCE

Admissibility

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

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

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Affidavit May Help Authenticate Evidence to Support a Motion for Summary Decision

United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021

EVIDENCE

Affidavit(s)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Martha Diaz v. Pacific Maritime Association	9	OCAHO	1108	2004
United States v. Dolly Boman Irani	6	OCAHO	860	1996
United States v. Esther Flores-Martinez	5	OCAHO	733	1995
United States v. Fortune East Fashion, Inc.	7	OCAHO	977	1997
United States v. Leonor Yolanda Ortiz	6	OCAHO	863	1996
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. March Construction, Inc.	10	OCAHO	1158	2012
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

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 OCAHO 1267 2016

ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

ALJ Consulted Rule 201 of the Federal Rules of Evidence When Taking Official Notice of a Document

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

EVIDENCE

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

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

Asserting Party Bears Burden of Establishing Privilege

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	1081	2002
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022

EVIDENCE

Awareness of Citizenship Status

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

Burden of Production May Shift to Respondent to Controvert Government's Evidence

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. Durable, Inc.	11	OCAHO	1231	2014
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016

Burden of Proof

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	577	1993
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO	526	1993
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	460	1992
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO	550	1993
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Elizabeth Klimas v. Department of Treasury	3	OCAHO	419	1992
Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	OCAHO	144	1990
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jack Huang v. Queens Motel	2	OCAHO	364	1991
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
John R. Alvarez v. Interstate Highway Construction	3	OCAHO	430	1992

Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	386	1991
Juan Francisco Martinez v. Lott Constructors, Inc.	2	OCAHO	323	1991
Juan Manuel Alamprese v. MNSH, Inc.	9	OCAHO	1094	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	1994
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	6	OCAHO	891	1996
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Marian Ryba v. Temple Steel Company	1	OCAHO	289	1991
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	705	1994
	3	OCAHO	519	1993
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
Noemi Barragan-Mandujano Romo v. Todd Corporation	1	OCAHO	25	1988
	1	OCAHO	25	1988
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	OCAHO	457	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995

Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO	481	1993
United States v. A.J. Bart, Inc.	3	OCAHO	538	1993
United States v. Alvand, Inc. d/b/a 410 Diner	2	OCAHO	352	1991
	2	OCAHO	352	1991
United States v. A-Plus Roofing, Inc.	1	OCAHO	209	1990
United States v. Auburn University	4	OCAHO	662	1994
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO	200	1990
United States v. Cafe Camino Real, Inc.	2	OCAHO	307	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO	369	1991
United States v. Christie Automotive Products	2	OCAHO	361	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	1990
United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor	1	OCAHO	81	1989
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO	591	1993

United States v. H&H Saguaro Specialists	10	OCAHO	1144	2012
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	1	OCAHO	218	1990
United States v. Juan V. Acevedo	1	OCAHO	95	1989
United States v. Leonor Yolanda Ortiz	6	OCAHO	889	1996
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	1991
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
United States v. Marcel Watch Corporation	1	OCAHO	143	1990
United States v. March Construction, Inc.	10	OCAHO	1158	2012
United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989
United States v. New El Rey Sausage Company	1	OCAHO	66	1989
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. Robert Marnul d/b/a Lamont Street Grill	3	OCAHO	441	1992
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. San Diego Semiconductors, Inc.	2	OCAHO	314	1991

United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO	407	1992
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	91	1989
	1	OCAHO	104	1989
United States v. Stanford Sign and Awning, Inc.	10	OCAHO	1145	2012
United States v. The Beverly Center	5	OCAHO	762	1995
United States v. Weld County School District	2	OCAHO	326	1991
United States v. Weymoor Investments, Limited	1	OCAHO	56	1989
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Wisniewski v. Douglas County School System	1	OCAHO	29	1988

EVIDENCE

Citizenship Status

Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002

Complainant Given Notice and Opportunity to Present Evidence Supporting Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

EVIDENCE

Confidential Settlement Communications Generally Are Not Admissible

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

Court Records

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

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	OCAHO	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	OCAHO	1285a	2018
	12	OCAHO	1285	2016

Definition

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400b	2022

Direct Evidence

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

Olisaemeka Eze v. West County Transportation Agency	10	OCAHO	1140	2011
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003

EVIDENCE

Disparate Treatment

Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	568	1993
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
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
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1024	1999
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	705	1994

Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

EVIDENCE

Document Abuse

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

Documentary Evidence

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349	2020

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

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

Equitable Tolling

Ashwani Goel v. Indotronix Internation Corporation 9 OCAHO 1102 2003

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

EVIDENCE

Evidence Inadmissable Under Federal Rules of Evidence Is Not Necessarily Excluded in OCAHO Cases

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

Evidence Necessary to Establish Prima Facie Case of Discrimination

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

Evidence Obtained by Unauthorized Subpoenas Not Considered

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

EVIDENCE

Evidence Related to Summary Decision Must Be Presented by Means Designed to Ensure Reliability

Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349	2020
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

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

EVIDENCE

Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence

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

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

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

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

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

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Failure to Demonstrate That Similarly Situated Comparators Were Treated Differently

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

EVIDENCE

Federal Rules of Evidence Are Used as a General Guide in OCAHO Proceedings

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019

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	699	1994
United States v. Armando Alvarez-Suarez	6	OCAHO	862	1996
	6	OCAHO	862	1996
United States v. Cafe Camino Real, Inc.	1	OCAHO	224	1990
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Dolly Boman Irani	6	OCAHO	860	1996
United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Guardsmark	4	OCAHO	614	1994

United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	512	1993
United States v. Kumar	6	OCAHO	833	1996
	6	OCAHO	833	1996
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	173	1990
	1	OCAHO	187	1990
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. R & C Tours (Guam), Inc.	2	OCAHO	393	1989
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995
United States v. Scandia Interiors, Inc.	1	OCAHO	271	1990
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	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

Governing Standard(s)

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

EVIDENCE

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

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

Government Must Prove Aggravating Factor by Preponderance of Evidence

United States v. Natural Environmental, Inc. 10 OCAHO 1197 2013

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

EVIDENCE

Hearsay

Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	450	1992
Martha Diaz v. Pacific Maritime Association	9	OCAHO	1108	2004
United States v. Cafe Camino Real, Inc.	1	OCAHO	224	1990
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Fortune East Fashion, Inc.	7	OCAHO	977	1997
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	512	1993
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO	166	1990
United States v. Mohammed Noorealam	5	OCAHO	753	1995
United States v. Mr. Z Enterprise	1	OCAHO	288	1991
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO	368	1991
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	297	1991

United States v. Snack Attack Deli, Inc.	10	OCAHO	1137	2010
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	OCAHO	191	1990
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	198	1990

EVIDENCE

Hearsay Permitted in OCAHO Proceedings

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape	10	OCAHO	1187	2013
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016

ICE Permitted to Supplement Record With Evidence on Violation Date to Meet Burden on Penalties

United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

Information Not Officially Noticed May Be Admissible Under General Evidentiary Standards

United States v. Psychosomatic Fitness 14 OCAHO 1387 2021

EVIDENCE

Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Knowledge

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

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

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Minor Alterations to Documents to Highlight Pertinent Provisions Are Permitted

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

EVIDENCE

Motion to Strike

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Motion to Strike Evidence Not Produced Must Identify Discovery Requests That Were Not Adhered To

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 2014

EVIDENCE

Official Notice

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

EVIDENCE

Party Permitted to File Supplemental Brief With Evidence on Damages

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

Possible Means of Authenticating Documents

United States v. Sanchita Bhattacharya 14 OCAHO 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	OCAHO	526	1993
Boris Gerardo Salazar-Castro v. Cincinnati Public Schools	3	OCAHO	406	1992
Carlos Alberto Martinez v. Noah's New York Bagels, Inc.	6	OCAHO	917	1997
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	568	1993
Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle	3	OCAHO	550	1993
Daniel Bendig v. Conoco, Inc.	9	OCAHO	1065	2001
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	OCAHO	203	1990
Elizabeth Klimas v. Department of Treasury	3	OCAHO	419	1992
Errol Williams v. Lucas & Associates	2	OCAHO	357	1991
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.	1	OCAHO	144	1990

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jack Huang v. Queens Motel	2	OCAHO	364	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
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
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	386	1991
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
Jose Jasso v. Danbury Hilton & Towers	3	OCAHO	522	1993
Jose Ortega v. Vermont Bread	3	OCAHO	475	1993
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	562	1993
Maria Fuentes v. Grace Culinary Systems	6	OCAHO	873	1996
Marian Ryba v. Temple Steel Company	1	OCAHO	289	1991
Martin A. Holguin v. Dona Ana Fashions	3	OCAHO	582	1993
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009

Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO	497	1993
Olegario Munoz v. Pastel Furniture Manufacturing Company	3	OCAHO	457	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Roberto Decasez-Martinez v. Tyson Foods, Inc.	2	OCAHO	372	1991
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Sellaro v. Elektra Records	3	OCAHO	495	1993
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. General Dynamics	3	OCAHO	517	1993
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO	414	1992
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
United States v. Weld County School District	2	OCAHO	326	1991
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

EVIDENCE

Proponent of Documentary Evidence Must Authenticate Documents

United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022

Public Records

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413d	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

Record(s) of Proceeding

Anna J. Flores v. Daniel Dry Cleaners 4 OCAHO 693 1994

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 176 1990

EVIDENCE

Reliability

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Reports of Unaccepted Settlement Offers Are Generally Not Admissible As Evidence

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

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

Request to Strike Inadmissable Evidence

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

EVIDENCE

Similarly Situated Comparators

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

Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Standard of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegation

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Standards of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

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Stipulated Facts Received Into Evidence

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Strict Technical Rules of Evidence Are Somewhat Relaxed in Administrative Proceedings

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Sufficiency

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

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

EVIDENCE

Sufficiency of Evidence Supporting Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020

Summary Decision

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	577	1993
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	6	OCAHO	824	1995
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	568	1993

Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
Esther Din Brooks v. Watts Window World	3	OCAHO	570	1993
Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. March Construction, Inc.	10	OCAHO	1158	2012
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
United States v. The Beverly Center	5	OCAHO	762	1995
United States v. Walden Station, Inc.	8	OCAHO	1053	2000

Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

EVIDENCE

Suppress

United States v. David Jenkins	5	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

Unsolicited Evidentiary Submission

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450e	2023

EVIDENCE

Unsolited Evidentiary Submission Run Afoul of the ALJ's Obligation to Ensure a Clear Record

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

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)

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

ALJ Addressed Contents of Ex Parte Voicemail As Oral Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

EX PARTE COMMUNICATION(S)

ALJ Has Obligation to Disclose Under OCAHO Rules and Administrative Procedure Act

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

ALJ May Sanction Party Who Makes Prohibited Ex Parte Communication

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

EX PARTE COMMUNICATION(S)

Court Will Not Act as a Messenger for the Parties

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388c	2021

Definition

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388c	2021
Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407b	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

EX PARTE COMMUNICATION(S)

Disclosure of Ex Parte Communication

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
	17	OCAHO	1450c	2023
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

Duty to Disclose Communication to Parties and Provide Opportunity for Response

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022

Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

EX PARTE COMMUNICATION(S)

Ex Parte Voicemail Disclosed to All Parties by Providing a Transcription

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023

Fairness and Opportunity to be Heard Warrant Disclosure of Ex Parte Communication

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

EX PARTE COMMUNICATION(S)

Fairness and Opportunity to be Heard Warrant Disclosure of Ex Parte Communications

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388 2021

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

Generally

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

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

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

Notice and Opportunity to be Heard are Essential to Procedural Due Process

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435 2022

EX PARTE COMMUNICATION(S)

OCAHO Rules Prohibit Ex Parte Communications

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

15 OCAHO 1388e 2021

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435 2022

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

Opposing Party Provided Opportunity to Respond to Ex Parte Communication

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388 2021

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

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023

EX PARTE COMMUNICATION(S)

Order Disclosing Ex Parte Communication

Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

EX PARTE COMMUNICATION(S)

Pro Se

Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023

EX PARTE COMMUNICATION(S)

Procedural Advice from OCAHO Staff May Constitute Prohibited Ex Parte Communications

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Protective Order(s)

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services 9 OCAHO 1079 2002

Request to Schedule Prehearing Conference Is Not a Scheduling Issue Communication

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Scheduling Issue Communication

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

EX PARTE COMMUNICATION(S)

Scheduling Issue Communication Disclosed Out of an Abundance of Caution

Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022

Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

EX PARTE COMMUNICATION(S)

Scheduling Issue Communication Not Necessarily an Ex Parte Communication

Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

EX PARTE COMMUNICATION(S)

Service

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	645	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	854	1996
United States v. Red Lobster	4	OCAHO	631	1994

Strong Presumption Against Ex Parte Communications

Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

Voicemail

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

EX PARTE COMMUNICATION(S)

Voicemail Is Inherently Ex Parte

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Withdrawal

United States v. Green Plaza, Inc. 4 OCAHO 618 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

EXCEPTIONS

Generally

Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm 9 OCAHO 1115 2005

United States v. General Dynamics 3 OCAHO 517 1993

No Jurisdictional Exception for Department of Labor or PERM Process

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

Section 1324b Exceptions Are Jurisdictional

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

EXCESSIVE DOCUMENTS

Employer Practice(s)

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

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

EXCESSIVE DOCUMENTS

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

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United States v. Sizzlin Hot Restaurant 2 OCAHO 395 1990

FAILURE TO STATE A CLAIM

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

ALJ May Require Complainant to Show Cause Why Complaint Should Not Be Dismissed

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

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

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

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

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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

Dismissal

A.S. v. Discover Financial Services, LLC 12 OCAHO 1292 2016

Aurelia Forden v. Dr. Lothar Griessbach 5 OCAHO 735 1995

Brenda Bent v. Brotman Medical Center Pulse Health Services	5	OCAHO	764	1995
Christopher Winkler v. Timlin Corporation	6	OCAHO	912	1997
Daniel Cavazos v. Wanxiang America Corporation	10	OCAHO	1138	2011
Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	1997
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO	939	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Lee v. AT&T	7	OCAHO	924	1997
Lee v. AT&T	7	OCAHO	924	1997
Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	OCAHO	1287a	2016
	12	OCAHO	1287	2016
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1148	2012
United States v. Split Rail Fence Company, Inc.	10	OCAHO	1181	2013

Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

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Document Abuse

Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	1997
Costigan v. NYNEX	6	OCAHO	918	1997
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	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
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Olisaemeka Eze v. West County Transportation Agency	10	OCAHO	1140	2011
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1148	2012

Document Fraud Under 8 U.S.C. Section 1324c

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

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Kosatschkow v. Allen-Stevens Corporation 7 OCAHO 938 1997

Maria Fuentes v. Grace Culinary Systems 6 OCAHO 873 1996

Susan K. Horst v. Juneau School District City and Borough of Juneau 7 OCAHO 957 1997

Werline v. Public Service Electric & Gas Company 7 OCAHO 935 1997

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

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

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

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

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Knowingly Continue to Employ

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

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Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

National Origin

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

12 OCAHO 1287 2016

Pleading Standard in OCAHO Cases

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

FAILURE TO STATE A CLAIM

Retaliation

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

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

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Jose N. Hernandez v. City of Santa Ana 4 OCAHO 663 1994

Subject Matter Jurisdiction

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

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos 10 OCAHO 1126 2008

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	OCAHO	1246	2015
United States v. Mar-Jac Poultry, Inc.	10	OCAHO	1148	2012
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

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Tax Protester

Bunn v. USX/US Steel	7	OCAHO	985	1998
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
James R. Cook v. Pro Source, Inc.	7	OCAHO	960	1997

Using Different Recruiting Methods Based on Citizenship Status Raises Inference of Discrimination

United States v. Facebook, Inc.	14	OCAHO	1386b	2021

FEDERAL RULES OF CIVIL PROCEDURE

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

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Affirmative Defense(s)

United States v. David Jenkins 4 OCAHO 649 1994

United States v. Northern Michigan Fruit Company 4 OCAHO 667 1994

United States v. Tropicana Casino & Resort 9 OCAHO 1064 2001

9 OCAHO 1064 2001

Amended Complaint

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

United States v. FRC Balance, LLC d/b/a True Food Kitchen 14 OCAHO 1366 2020

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446 2022

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

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

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Amendments to Pleadings Under Rule 15 of the Federal Rules of Civil Procedure

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

Amendments to Pleadings Under Rule15(a) of the Federal Rules of Civil Procedure

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Asserting Fact At Summary Decision Requires Citations to Particular Material in the Record

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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

Consequences of Failing to Support or Rebut Fact at Summary Decision Stage

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Court's Leave or Respondent's Consent Needed to Amend Complaint After Time Set in FRCP 15 Lapses

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394	2021

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

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Depositions

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Discovery

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1091 2003

9 OCAHO 1084 2002

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 883 1996

United States v. Naim Ojeil & Samoeil Ishk 7 OCAHO 976 1997

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285 2016

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Discovery Sanctions Under Rule 37

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Discovery Under Rule 26

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Dismissal

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

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

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

Earl Russel Horne v. Town of Hampstead	6	OCAHO	884	1996
Eusebio Huesca v. Rojas Bakery	4	OCAHO	654	1994
LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
Rider F. Garcia v. Can-Am Electric, LLC	15	OCAHO	1401	2021
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
Tulin E. Mangir v. TRW, Inc.	4	OCAHO	672	1994
United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1183	2013
United States v. Split Rail Fence Company, Inc.	10	OCAHO	1181	2013
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

FEDERAL RULES OF CIVIL PROCEDURE

Dismissal for Lack of Subject Matter Jurisdiction Under Rule 12(h)(3)

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

FEDERAL RULES OF CIVIL PROCEDURE

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

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324e	2021
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390a	2021
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022
	15	OCAHO	1402a	2022
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022

Entry of Default Under Rule 55(a) Permissible for Failure to "Otherwise Defend"

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413b	2022

Robert Paul Heath v. Niha Technologies	16	OCAHO	1427a	2022
Robert Paul Heath v. Tringapps	15	OCAHO	1410c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
	17	OCAHO	1457b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022

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Extension of Time Under Rule 6

Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324c	2021
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

Failure to "Otherwise Defend" Under Rule 55(a)

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

FEDERAL RULES OF CIVIL PROCEDURE

Failure to Comply With Court Orders Under Rule 41(b)

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Failure to Prosecute Under Rule 41(b)

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

FEDERAL RULES OF CIVIL PROCEDURE

Federal Rules & Circuit Court Case Law Serve as Guidance on Subject Matter Jurisdiction Issues

Jayaben Patel v. USCIS Boston	14	OCAHO	1353a	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
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

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

Generally

Anthony F. Lundy v. OOCL, Inc.	1	OCAHO	215	1990
	1	OCAHO	196	1990
Aranka M. Palancz v. Cedars Medical Center	3	OCAHO	443	1992
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994
Fordjour v. General Dynamics	1	OCAHO	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	OCAHO	22	1988
United States v. Guardsmark	4	OCAHO	614	1994
United States v. Harris Ranch Beef Company	2	OCAHO	338	1991
	2	OCAHO	331	1991
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	OCAHO	119	1989
United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners	1	OCAHO	121	1990
United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.	1	OCAHO	170	1990
United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1183	2013
United States v. Naim Ojeil & Samoeil Ishk	7	OCAHO	976	1997
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	396	1991
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	1990
	2	OCAHO	303	1991

United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	1990
	2	OCAHO	303	1991
United States v. Robert Marnul d/b/a Lamont Street Grill	3	OCAHO	441	1992
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	555	1993
United States v. Tropicana Casino & Resort	9	OCAHO	1064	2001
	9	OCAHO	1064	2001
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	2	OCAHO	390	1991

FEDERAL RULES OF CIVIL PROCEDURE

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

Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022

Limits on Discovery

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

FEDERAL RULES OF CIVIL PROCEDURE

May Be Used as a General Guide in Situations Not 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
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324e	2021
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	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
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	OCAHO	1373a	2020

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
	15	OCAHO	1411a	2022
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Robert Heath v. F18 Consulting and an Anonymous Employer	14	OCAHO	1365	2020
Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Robert Heath v. VBeyond Corporation and an Anonymous Employer	14	OCAHO	1368	2020
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.	17	OCAHO	1453	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
United States v. AMA Repiping, LLC	15	OCAHO	1391	2021
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Facebook, Inc.	14	OCAHO	1386b	2021

United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill	13	OCAHO	1325	2019
United States v. Maria Gregorio-Gomez	14	OCAHO	1359	2020
United States v. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Sal's Lounge	15	OCAHO	1394	2021
United States v. Treescapes, Inc.	15	OCAHO	1389	2021
United States v. Vilardo Vineyards	11	OCAHO	1248	2015
Washington Younggil Kim Jung Windsor	12	OCAHO	1294	2016
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022
	15	OCAHO	1402a	2022
Zaji Obatala Zajradhara v. Changxing Corporation	14	OCAHO	1356	2020
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363d	2021
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. BKR Restaurants, LLC d/b/a Burger King	10	OCAHO	1154	2012

United States v. David Jenkins	4	OCAHO	649	1994
United States v. Martina Limon-Perez	5	OCAHO	796	1995
United States v. U.S. Style, Inc.	5	OCAHO	793	1995

FEDERAL RULES OF CIVIL PROCEDURE

Motions for Reconsideration of Interlocutory Orders Under Rule 54

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381l	2021
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
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

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 "Failure to State a Claim" Rule Modeled After FRCP 12(b)(6)

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

FEDERAL RULES OF CIVIL PROCEDURE

OCAHO Regulations Do Not Have a Procedural Mechanism Like Federal Rule of Civil Procedure 68

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

Offer of Judgment

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

Order Starting 90-Day Window to File a Motion to Substitute Under Rule 25 of FRCP

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

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

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

FEDERAL RULES OF CIVIL PROCEDURE

Party May Amend Complaint Once As A Matter of Course Within 21 Days of When Answer is Filed

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

Preliminary Injunctions Under Rule 65 of the Federal Rules of Civil Procedure

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Privilege Claim

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	OCAHO	644	1994
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

FEDERAL RULES OF CIVIL PROCEDURE

Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Proportionality of Discovery Under Rule 26

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021

Protective Order(s)

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

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

FEDERAL RULES OF CIVIL PROCEDURE

Referencing Advisory Committee's Notes

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Relief From Judgment Under Rule 60

Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

Rule 25 of the FRCP Does Not Conflict with OCAHO's Rules or the Administrative Procedure Act

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

FEDERAL RULES OF CIVIL PROCEDURE

Rule 56(c) Allows ALJ to Consider Admissions on File for Basis of Summary Decision

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Maverick Construction LLC	15	OCAHO	1405	2021

Rule 6(b) Permits Court to Accept Late Filing When Failure to Meet Deadline Was Due to Excusable Neglect

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union	17	OCAHO	1471	2023

Sanction (Rule 11)

Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1104	2004

FEDERAL RULES OF CIVIL PROCEDURE

Sanctions for Loss of Electronically Stored Information That Should Have Been Preserved

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Setting Aside Entry of Default

Porfirio Sperandio 15 OCAHO 1400 2021

Setting Aside Order

United States v. Monica Zapata-Cosio 4 OCAHO 685 1994

Substitution of Parties Under Rule 25

Robert Heath v. Amazee Global Ventures 16 OCAHO 1433a 2022

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
	15	OCAHO	1411a	2022
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385d	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395c	2022
Robert Heath v. Government System Technologies, Inc.	16	OCAHO	1437a	2022
Robert Heath v. Infosoft Solutions	16	OCAHO	1447	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434a	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418d	2023
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413d	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
	16	OCAHO	1419c	2023
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

FEDERAL RULES OF CIVIL PROCEDURE

Summary Decision

Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Esther Flores-Martinez	5	OCAHO	733	1995

Summary Judgment Under Rule 56

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Tax Protester

United States v. Ronning Landscaping, Inc. 10 OCAHO 1149 2012

FEDERAL RULES OF CIVIL PROCEDURE

When Damages Are Uncertain on Default, Courts May Conduct Hearings to Determine Damages

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

FEDERAL RULES OF EVIDENCE

ALJ Consulted Rule 201 of the Federal Rules of Evidence When Taking Official Notice of a Document

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

As a Guideline

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

FEDERAL RULES OF EVIDENCE

Confidential Settlement Communications Generally Are Not Admissible

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

Evidence Inadmissable Under Federal Rules of Evidence Is Not Necessarily Excluded in OCAHO Cases

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

Federal Rules of Evidence Are Used as a General Guide in OCAHO Proceedings

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

FEDERAL RULES OF EVIDENCE

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

Judicial Notice of Adjudicative Facts Under Rule 201

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

United States v. Psychosomatic Fitness 14 OCAHO 1387 2021

FEE SHIFTING

Generally

Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	OCAHO	1121	2006
Jarvis v. AK Steel	7	OCAHO	952	1997
	7	OCAHO	952	1997
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
United States v. Great Earth Companies, Inc.	9	OCAHO	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. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021

United States v. David Jenkins 5 OCAHO 743 1995

4 OCAHO 649 1994

FIFTH AMENDMENT

Fifth Amendment Challenge to Fine Assessment Requires Supporting Evidence or Case Law

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

Generally

United States v. Alberto Noriega-Perez 5 OCAHO 798 1995

Yadira Azucena Ocampo Soto v. Top Industrial, Inc. 7 OCAHO 999 1998

Privilege Claim

United States v. Alberto Noriega-Perez 5 OCAHO 777 1995

United States v. Felipe De Leon-Valenzuela	8	OCAHO	1004	1998
United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	OCAHO	644	1994
United States v. Pedro Dominguez	6	OCAHO	910	1997
United States v. Roberto C. Davila	6	OCAHO	903	1996

FILING

Abuse of Electronic Filing Privideges

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388a	2021

ALJ Amended E-Filing Order to Require Both Mail and Electronic Service on a Party

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022

ALJ Exercised discretion in Accepting Filing That Contained Some Defects

Richard R. Rogers v. Service Experts	16	OCAHO	1415	2022

FILING

ALJ Exercised Discretion to Accept Filing Electronically

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438d	2023

ALJ Has Discretion to Accept Late Filings

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union	17	OCAHO	1471	2023
United States v. Commander Produce, LLC	16	OCAHO	1428a	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022
Zaji Obatala Zajradhara v. Ranni's Corporation	16	OCAHO	1426	2022

ALJ Will Not Consider Documents Submitted Only in Hyperlinks

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388b	2021

FILING

All Documents Filed Must Be Accompanied By a Certificate of Service

In re Investigation of Georgia Institute of Technology	15	OCAHO	1399	2021
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407b	2022
Y.Y. v. Zuora	15	OCAHO	1402b	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022
Zaji Obatala Zajradhara v. Ranni's Corporation	16	OCAHO	1426	2022

Certificate of Service

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
Y.Y. v. Zuora	15	OCAHO	1402b	2022

Court Independently Review an Extension Request Only As It Relates to That Particular Case

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

FILING

Court Provided a Copy of the Answer to the Complainant As a Courtesy

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

Documents are Not Considered Filed Until Received By OCAHO

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Electronic Filing

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

United States v. Chinese Back Rub d/b/a Chinese Massage 16 OCAHO 1424 2022

United States v. Sal's Lounge 15 OCAHO 1394c 2022

FILING

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

United States v. MRD Landscaping & Maintenance Corp. 15 OCAHO 1407c 2022

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

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Fax Filings Must Comply With OCAHO Rules in Order to be Effective

United States v. MRD Landscaping & Maintenance Corp. 15 OCAHO 1407c 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Fax Filings That Do Not Comply with OCAHO Rules Will Be Treated as a Nullity

United States v. MRD Landscaping & Maintenance Corp. 15 OCAHO 1407c 2022

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

FILING

Non-Filing Party Given Extra Time to Respond to Fax-Filed Motion That Was Improperly Served

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

Order Rejecting Filing Submitted by Email When Case Was Not Enrolled in Electronic Filing

United States v. Chinese Back Rub d/b/a Chinese Massage 16 OCAHO 1424 2022

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

FILING

Parties Invited to Participate in Electronic Filing Pilot Program

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

Party Sought to Proceed Anonmymously in OCAHO Case

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

Requests for Extension of Time Should Be Filed in Advance of Deadline

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

Revocation of Electronic Filing Privileges

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

FILING

Unsolicited Evidentiary Submission

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

Untimely Filing

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

When Filing By Email, Party Must Copy Opposing Party on Email to Court Containing Filing

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

FINES

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

FINES

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

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

United States v. 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. 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. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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

United States v. Natural Environmental, Inc. 10 OCAHO 1197 2013

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

FINES

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

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. 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

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 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	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. 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	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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
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

FINES

ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

Hearsay

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. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Durable, Inc.	11	OCAHO	1231	2014

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

FINES

ALJ Is Not Bound by ICE's Method of Calculating Penalties

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 1348 2020

ALJ May Not Assess Penalties Above Maximum Permitted 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

FINES

ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc.	11	OCAHO	1231	2014
United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
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

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
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. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021
United States v. Visiontron Corp.	13	OCAHO	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	OCAHO	1286	2016

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. Liberty Packaging, Inc.	11	OCAHO	1245	2015
United States v. Natural Environmental, Inc.	10	OCAHO	1197	2013
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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

FINES

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 OCAHO 1136 2010

United States v. El Azteca Dunkirk, Inc. 10 OCAHO 1172 2013

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

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

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

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

United States v. Fowler Equipment Company, Inc. 10 OCAHO 1169 2013

United States v. Giamblis Enterprises 5 OCAHO 817 1995

United States v. Gloria Fashions, Inc.	6	OCAHO	887	1996
United States v. Golf International d/b/a Desert Canyon Golf	11	OCAHO	1222	2014
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO	756	1995
United States v. New China Buffet Restaurant	10	OCAHO	1132	2010
United States v. Pedro Dominguez	7	OCAHO	972	1997
	7	OCAHO	972	1997
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	1995
United States v. Snack Attack Deli, Inc.	10	OCAHO	1137	2010
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994

FINES

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

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

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

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

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

FINES

Date of Penalty Assessment for Section 1324b Case is Date of Court Order Imposing Civil Penalties

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

13 OCAHO 1332j 2021

Date of Penalty Assessment Is The Date ICE Serves the Notice of Intent to Fine

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

United States v. Visiontron Corp. 13 OCAHO 1348 2020

FINES

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

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

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. 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. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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

FINES

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

Document Fraud

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Draining Funds From Business Before Civil Penalty Undercuts Ability to Pay

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine

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

FINES

Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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 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

13 OCAHO 1338 2020

United States v. Visiontron Corp. 13 OCAHO 1348 2020

FINES

Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations

United States v. SKZ Harvesting, Inc. 11 OCAHO 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

FINES

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	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. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. Visiontron Corp.	13	OCAHO	1348	2020

Excessive

United States v. A&J Kyoto Japanese Restaurant, Inc.	10	OCAHO	1186	2013
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. Fowler Equipment Company, Inc.	10	OCAHO	1169	2013
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. New Outlook Homecare, LLC	10	OCAHO	1210	2014
United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant	10	OCAHO	1194	2013
United States v. Pedro Dominguez	6	OCAHO	878	1996

FINES

Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

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

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

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

FINES

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

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

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

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

United States v. Visiontron Corp. 13 OCAHO 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	OCAHO	1281	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. 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. Safe-Air of Illinois, Inc.	12	OCAHO	1270	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. Visiontron Corp.	13	OCAHO	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

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

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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Failure to Prepare I-9 Among Most Serious Paperwork Violations

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

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

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

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

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

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

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

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

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

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

Generally

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

United States v. Armando Alvarez-Suarez 6 OCAHO 862 1996

6 OCAHO 862 1996

United States v. Business Teleconsultants, Ltd.	3	OCAHO	565	1993
United States v. David Day d/b/a David Day Masonry	3	OCAHO	575	1993
United States v. Ebrahim Banafsheha	3	OCAHO	525	1993
	3	OCAHO	525	1993
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO	591	1993
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
United States v. Kangaroo Express of Pueblo	3	OCAHO	581	1993
United States v. Landscapes By Susanna	3	OCAHO	556	1993
	3	OCAHO	556	1993
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Minaco Fashions, Inc.	3	OCAHO	587	1993
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
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 Landscape Management	3	OCAHO	559	1993
	3	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

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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	OCAHO	1338	2020
	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. Hartmann Studios, Inc.	11	OCAHO	1255	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. 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. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Visiontron Corp.	13	OCAHO	1348	2020

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Good Faith Factor Focuses on Compliance With Section 1324a Obligations

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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	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. 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. Homestead Metal Recycling Corp.	11	OCAHO	1251	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. 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. Visiontron Corp.	13	OCAHO	1348	2020

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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. 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
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
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

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

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

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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 Preponderance 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

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Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
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. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

High Compliance Rate May Be Evidence of Good Faith

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020

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

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ICE Fine Guidelines Have No Binding Effect on OCAHO

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. Golden Employment Group, Inc.	12	OCAHO	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. 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

If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine

United States v. Senox Corporation 11 OCAHO 1219 2014

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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 Violations Are Far More Serious Than Any Paperwork Violations

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

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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. Visiontron Corp.	13	OCAHO	1348	2020

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Leniency Toward Small Entities

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. Kenneth McPeek Racing Stables, Inc.	11	OCAHO	1249	2015
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. New Outlook Homecare, LLC	10	OCAHO	1210	2014

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Mitigation

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, inc.	4	OCAHO	637	1994
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

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No Deterrent Effect When Employer Is No Longer in Business

United States v. Leed Construction, Megan Burkholder	11	OCAHO	1237	2014

Non-Statutory Factor Considered As Matter of Equity

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	OCAHO	1244	2015
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	2015
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Natural Environmental, Inc.	10	OCAHO	1197	2013
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016

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Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

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. Romans Racing Stables, Inc.	11	OCAHO	1230	2014

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. Commander Produce, LLC	16	OCAHO	1428c	2022
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. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
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. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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. Visiontron Corp. 13 OCAHO 1348 2020

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

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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

United States v. Senox Corporation 11 OCAHO 1219 2014

OCAHO May Examine ICE Fine de novo

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Senox Corporation 11 OCAHO 1219 2014

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On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

Order Imposing Civil Penalty in Section 1324b Case

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

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

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

United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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

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

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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	OCAHO	1319	2019
United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. M & D Masonry, Inc.	10	OCAHO	1211	2014
United States v. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. Senox Corporation	11	OCAHO	1219	2014
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	OCAHO	1209	2014
United States v. Visiontron Corp.	13	OCAHO	1348	2020

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Penalties Not Meant to Force Employers Out of Business or Result in Loss of Employment for Workers

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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

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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

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Penalties Should Not Be Disproportionate to Employer's Revenue

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

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

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 OCAHO 1293 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

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

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

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. Executive Cleaning Services of Long Island, Ltd.	13	OCAHO	1314	2018
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO	1338	2020
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	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 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

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 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 OCAHO 1224 2014

Purpose is to Deter Repeat Violations and Encourage Others to Comply

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

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

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

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 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 OCAHO 1218 2014

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

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

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

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

United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016

FINES

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

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. 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. Golden Employment Group, Inc.	12	OCAHO	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. Horno MSJ, Ltd., Company	11	OCAHO	1247	2015
	11	OCAHO	1247	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. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016

United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. Senox Corporation	11	OCAHO	1219	2014
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. Visiontron Corp.	13	OCAHO	1348	2020

FINES

Seriousness of Violation(s)

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

Should Deter Future Violations Without Being Unduly Punitive

United States v. Senox Corporation 11 OCAHO 1219 2014

FINES

Size of Business

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. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Size of Business Is A Factor in Assessment of the Penalty

United States v. Visiontron Corp. 13 OCAHO 1348 2020

FINES

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

Statute Does Not Prohibit Consideration of Unenumerated Factors

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

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

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

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

FINES

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. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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 OCAHO 1268 2016

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. Kenneth McPeek Racing Stables, Inc. 11 OCAHO 1249 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

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

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

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

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

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

FINES

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. Crescent City Meat Company, Inc. 11 OCAHO 1223 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 OCAHO 1244 2015

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

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

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

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

FINES

Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation

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. 11 OCAHO 1240 2015

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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

FINES

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

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

FINES

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

United States v. Alma Delia Rubio-Reyes 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 14 OCAHO 1349a 2020

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

Weight of Each Statutory Factor Depends on Facts of Each Case

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. 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. Golf International d/b/a Desert Canyon Golf	11	OCAHO	1222	2014
United States v. Metropolitan Enterprises, Inc.	12	OCAHO	1297	2017
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. Visiontron Corp.	13	OCAHO	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	OCAHO	1268	2016
United States v. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016

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

FORGED DOCUMENTS

Generally

United States v. Armando Alvarez-Suarez 6 OCAHO 862 1996

6 OCAHO 862 1996

United States v. Hardeep Singh 3 OCAHO 520 1993

United States v. Maria Sourovova 8 OCAHO 1020 1998

United States v. Mireya Pedraza-Guzman 5 OCAHO 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 OCAHO 1193 2013

Calculating the Date a Timeliness Paperwork Violation Occurred

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

FORM I-9

Completion of I-9 after Notice of Inspection

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

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

Compliance

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

United States v. Burns and Intra-Continental Enterprises 5 OCAHO 768 1995

United States v. David Jenkins 5 OCAHO 743 1995

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

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

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

United States v. Giamblis Enterprises 5 OCAHO 817 1995

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994
United States v. Jonel, Inc.	7	OCAHO	967	1997
United States v. Karnival Fashion, Inc.	5	OCAHO	769	1995
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Mesabi Bituminous, Inc.	5	OCAHO	801	1995
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. R&M Fashion, Inc.	6	OCAHO	826	1995
United States v. Seven Elephants Distributing Corp.	10	OCAHO	1173	2013
United States v. Tri-Component Product Corporation	5	OCAHO	821	1995
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	OCAHO	782	1995
United States v. Walden Station, Inc.	8	OCAHO	1053	2000

FORM I-9

Document Abuse

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

FORM I-9

Document Fraud

United States v. Monica Zapata-Cosio	5	OCAHO	822	1995
United States v. Mourad Abu Remileh	5	OCAHO	724	1995
	5	OCAHO	724	1995

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

United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	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	OCAHO	1255	2015
United States v. Horno MSJ, Ltd., Company	11	OCAHO	1247	2015

United States v. Horno MSJ, Ltd., Company	11	OCAHO	1247	2015
United States v. Monadnock Mountain Spring Water, Inc.	10	OCAHO	1193	2013
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	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	OCAHO	1229	2014
United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355	2020
United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015

Employer is Liable for Only One Violation Per Form I-9

United States v. Edgemont Group, LLC	17	OCAHO	1470	2022

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

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

12 OCAHO 1275 2016

FORM I-9

Employer Must Attest to Examination of Section 2 Documents

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

United States v. Senox Corporation 11 OCAHO 1219 2014

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

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

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

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

FORM I-9

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

United States v. Durable, Inc.	11	OCAHO	1229	2014
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
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

Employer Must Reverify An Employee's Expired Employment Authorization on Section 3 of Form I-9

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	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

FORM I-9

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

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

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

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO	1338	2020
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015

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

United States v. Executive Cleaning Services of Long Island, Ltd.	13	OCAHO	1314	2018
United States v. 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. Hartmann Studios, Inc.	11	OCAHO	1255	2015

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

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

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

FORM I-9

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

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

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

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

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

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

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

United States v. Senox Corporation 11 OCAHO 1219 2014

FORM I-9

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

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

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

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

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

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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

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

FORM I-9

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

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

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

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

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

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

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

11 OCAHO 1247 2015

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

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

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

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

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

FORM I-9

Failure to Ensure Employee Timely Completes Section 1 Constitutes Serious Violation

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

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

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

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

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

FORM I-9

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

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Visiontron Corp.	13	OCAHO	1348	2020

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

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. Integrity Concrete, Inc. and American Concrete, Inc.	13	OCAHO	1307	2017
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

FORM I-9

Failure to Present a Form I-9 Is A Substantive Violation

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

Failure to Present Forms I-9 Within Three Days of Government's Request

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

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

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

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

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

FORM I-9

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

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

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Failure to Timely Submit Forms I-9 to ICE Cannot be Corrected Through Good Faith Exception

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

FORM I-9

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

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

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

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

United States v. Senox Corporation 11 OCAHO 1219 2014

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

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

Generally

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

United States v. David Segura-Sataray 4 OCAHO 703 1994

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

United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO	627	1994
United States v. H&H Saguaro Specialists	10	OCAHO	1147	2012
	10	OCAHO	1147	2012
United States v. Harran Transportation Company, Inc.	6	OCAHO	857	1996
United States v. Leticia Cruz-Mandoza	5	OCAHO	750	1995
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Maria Teresa De Jesus Morales-Martinez	5	OCAHO	727	1995
	5	OCAHO	727	1995
United States v. Northern Michigan Fruit Company	4	OCAHO	667	1994
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996
United States v. Simon Osagie Iyawe	5	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. Edgemont Group, LLC	17	OCAHO	1470	2022
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. 13 OCAHO 1348 2020

FORM I-9

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

Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature

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

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

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

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 OCAHO 1258 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 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 OCAHO 1338 2020

Retention Requirement for Former Employees

United States v. March Construction, Inc. 10 OCAHO 1158 2012

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

Submission of Form I-9 Completed After Service of NOI Does Not Cure Failure to Timely Prepare

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

FORM I-9

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

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

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

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

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

Timeliness Paperwork Violations Cannot Be Cured

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Timeliness Violations "Frozen in Time" At Point When I-9 Is Not Completed by the Date Required

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

FORM I-9

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

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

FOURTH AMENDMENT

Affirmative Defense(s)

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

Consent

United States v. David Jenkins 5 OCAHO 743 1995

Exclusionary Rule

United States v. David Jenkins 5 OCAHO 743 1995

FOURTH AMENDMENT

Fourth Amendment Challenge to ICE Audit Requires Supporting Evidence or Case Law

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

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

FRONT PAY

Award of Front Pay Cannot Be Unduly Speculative

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

FRONT PAY

Definition

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Practical Considerations in Awarding Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Professional Relationship Between Parties Relevant to Determining Reinstatement and Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

GOOD CAUSE

United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439	2022
	16	OCAHO	1439	2022
	16	OCAHO	1439	2022

GOOD CAUSE

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

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454	2022
United States v. Commander Produce, LLC	16	OCAHO	1428a	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

GOOD CAUSE

ALJ Can Apply Relevant Circuit Court Test to Determine Good Cause for Setting Aside Default

Porfirio Sperandio	15 OCAHO	1400	2021
Syed Faizzan Saghir v. Service Experts	16 OCAHO	1422	2022
United States v. AMA Repiping, LLC	15 OCAHO	1391	2021
United States v. Popo's Bar and Restaurant	15 OCAHO	1398	2021
Y.Y. v. Zuora, Inc.	15 OCAHO	1402	2021

ALJ May Enter Default Judgment If Respondent Does Not Show Good Cause for Failure to Timely Answer

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17 OCAHO	1459	2022

ALJ May Issue Protective Order Upon Showing of Good Cause

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15 OCAHO	1388c	2021

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

14 OCAHO 1386c 2021

GOOD CAUSE

ALJ May Set Aside An Entry of Default For Good Cause

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Answer Untimely Filed Without Showing of Good Cause

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Defective Service of Complaint May Be A Factor In Good Cause Finding

Porfirio Sperandio 15 OCAHO 1400 2021

GOOD CAUSE

Definition

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

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

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

United States v. AMA Repiping, LLC 15 OCAHO 1391 2021

Factors Considered in Good Cause Analysis

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

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

United States v. AMA Repiping, LLC 15 OCAHO 1391 2021

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454 2022

United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. Sal's Lounge	15	OCAHO	1394c	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021
	15	OCAHO	1402	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

GOOD CAUSE

Factors in Determining Whether Good Cause Exists to Amend the Date Discovery Closes

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022

Failure to File a Status Report

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022

Failure to Respond to Order for Prehearing Statements

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

GOOD CAUSE

Failure to Show Good Cause for Untimely Motion to Compel

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Generally

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor 1 OCAHO 81 1989

United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm 1 OCAHO 187 1990

United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally 1 OCAHO 86 1989

United States v. Nu Line Fashions, Inc. 1 OCAHO 147 1990

United States v. Shine Auto Service 1 OCAHO 94 1989

United States v. YES Industries d/b/a Soft Touch Carwash 1 OCAHO 35 1988

United States v. Zeferino Castillo, Individually 3 OCAHO 505 1993

GOOD CAUSE

Good Cause for Continuance Based of Tentative Settlement Agreement

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

Good Cause for Continuance Based on Exigent Personal Circumstances

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Good Cause for Continuance of Prehearing Conference

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Good Cause for Extension of Time to File Answer

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022

GOOD CAUSE

Good Cause for Extension of Time to File Answer When Respondent Only Recently Retained Counsel

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022

Good Cause for Failure to File a Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union	17	OCAHO	1471	2023
United States v. Sal's Lounge	15	OCAHO	1394c	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

Good Cause for Failure to File a Timely Answer

Porfirio Sperandio	15	OCAHO	1400	2021
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454	2022
United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
United States v. Treescapes, Inc.	15	OCAHO	1389	2021
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021

GOOD CAUSE

Good Cause for Missing Deadlines Based on Difficulties Caused by COVID-19

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414 2022

GOOD CAUSE

Good Cause Required to Extend Discovery Deadline

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Good Cause Requires Demonstration of Good Faith and Reasonable Basis for Noncompliance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446a 2023

Good Cause to Extend Dispositive Motions Deadline

United States v. KLJ Leasing, LLC 16 OCAHO 1446a 2023

GOOD CAUSE

Good Cause To Set Aside Entry of Default When Respondent Demonstrated Intent to Defend Itself

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

If No Showing of Good Cause, Late Answer May Not Be Accepted

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

No Bad Faith Delay When Good Cause Was Found for Each Extension of Time

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

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

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381f	2021
Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union	17	OCAHO	1471	2023
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324c	2021
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446a	2023
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

GOOD CAUSE

Party Seeking Continuance Must Provide Good Cause As A Threshold Matter

United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375h	2022

Party Seeking Continuance Within 14 Days of Scheduled Proceeding Must Demonstrate Good Cause

Robert Heath v. Rang Technologies	16	OCAHO	1420	2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

GOOD CAUSE

Party Seeking Protective Order Has Burden of Showing Good Cause

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386c 2021

Party Seeking to File Supplemental Response Must Demonstrate Good Cause

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

Personal Hardship May Constitute Good Cause for Extension of Time

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

Protective Order(s)

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

GOOD CAUSE

Respondent Did Not Proffer Good Cause for Its Failure to File a Timely Answer

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

Showing of Good Cause Generally Requires Showing of Diligence or Changed Circumstances

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

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Showing of Good Cause Must Be Based on Particular and Specific Demonstration of Fact

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388c	2021
United States v. Facebook, Inc.	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021

GOOD CAUSE

Showing of Good Cause Required for Extension of Time

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381k	2021
	14	OCAHO	1381f	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381i	2021
Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union	17	OCAHO	1471	2023
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324c	2021
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022

United States v. KLJ Leasing, LLC	16	OCAHO	1446a	2023
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

GOOD CAUSE

Vague Justification Insufficient to Demonstrate Good Cause for Protective Order

United States v. Facebook, Inc.	14	OCAHO	1386c	2021

GOOD FAITH

Absence of Bad Faith Does Not Necessarily Show Good Faith

United States v. Visiontron Corp.	13	OCAHO	1348	2020

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

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

GOOD FAITH

Absence of Good Faith Where Employer Fails to Ascertain and Conform Conduct to Legal Obligations

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

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

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. Visiontron Corp. 13 OCAHO 1348 2020

Certification(s)

Production

United States v. Allen Holdings, Inc. 9 OCAHO 1059 2000

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

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

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

GOOD FAITH

Deliberate Falsification of Information in Section 2 of Form I-9 Does Not Indicate Good Faith

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

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

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

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. Visiontron Corp. 13 OCAHO 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

GOOD FAITH

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

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

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

GOOD FAITH

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	OCAHO	1129	2009
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO	865	1996
United States v. Mesabi Bituminous, Inc.	5	OCAHO	801	1995
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. Pegasus Restaurant, Inc.	10	OCAHO	1143	2012

United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. Tri-Component Product Corporation	6	OCAHO	853	1996

GOOD FAITH

Good Faith Affirmative Defense Only Available for Technical/Procedural Violations

United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	2015
United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016

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 OCAHO 1338 2020

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. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

GOOD FAITH

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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 Standard has Subjective Components

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

GOOD FAITH

High Compliance Rate May Be Evidence of Good Faith

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

It Is Not Objectively Reasonable to Knowingly Create False Attestations in Section 2 of Form I-9

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

No Error in Finding That Pre-signing I-9 Forms in Batches Is Not Consistent with Good Faith

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

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

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

GOOD FAITH

Requires Assessment of Whether Employer Honestly 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. 12 OCAHO 1275 2016

12 OCAHO 1275 2016

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 OCAHO 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 OCAHO 1322 2020

Good faith defense at 8 U.S.C. 1324a(b)(6)(A) only available for technical/procedural violation

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

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

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

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

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

11 OCAHO 1247 2015

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

12 OCAHO 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 OCAHO 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 OCAHO 1276 2016

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

12 OCAHO 1275 2016

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

HEARING(S)

Abandonment

Abdul Hamid Kadir v. Regal Dental Ceramics	4	OCAHO	598	1994
Adolfo Cruz Deguzman v. First America Bank Corporation	3	OCAHO	585	1993
Troncoso v. Ferlin Service Industries	1	OCAHO	110	1989
United States v. Jonel, Inc.	8	OCAHO	1008	1998
United States v. Mitchell Greif, President, Coast Poly, LLC	10	OCAHO	1177	2013
United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO	473	1992

Bifurcation

Hernandez v. Farley Candy Company	5	OCAHO	781	1995

Consolidation

Elodia Guzman v. Yakima Fruit & Cold Storage 9 OCAHO 1063 2000

HEARING(S)

Evidence

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

Generally

Abdul Hamid Kadir v. Regal Dental Ceramics 4 OCAHO 598 1994

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

Ironsi C. Ndusorouwa v. Prepared Foods, Inc. 1 OCAHO 192 1990

Hearing on Remand

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375c 2021

HEARING(S)

Hearing Vacated Because of Nonappearance At Final Prehearing Conference

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

Hearings Under 8 U.S.C. Section 1324b Are Conducted by ALJs

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

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

Location of Hearing

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375c 2021

HEARING(S)

Permissive Joinder

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

Prehearing Conferences May Be Expedient Way to Resolve Written Motions When Hearing is Imminent

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Prehearing Order

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

Representation

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center 10 OCAHO 1131 2009

Michael K. Lee v. Airtouch Communications 6 OCAHO 888 1996

HEARING(S)

Request for a Hearing

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

4 OCAHO 698 1994

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

United States v. R&M Fashion, Inc. 6 OCAHO 826 1995

Waiver of Evidentiary Hearing

Ironsi C. Ndusorouwa v. Prepared Foods, Inc. 1 OCAHO 192 1990

United States v. Marcos Iniguez-Casillas 8 OCAHO 1001 1998

When Damages Are Uncertain on Default, Courts May Conduct Hearings to Determine Damages

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

HEARSAY EVIDENCE

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United States v. David Jenkins 5 OCAHO 743 1995

United States v. Mohammed Noorealam 5 OCAHO 753 1995

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

Hearsay Is Freely Admissible in Administrative Proceeding if Probative and Reliable

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

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Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO	1115	2005
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IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT

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United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

DHS Has Prosecutorial Discretion to Decide How to Perform Worksite Enforcement Audits

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DHS Has Prosecutorial Discretion to Decide Whether to Issue Notice of Intent to Fine

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DHS Perfected Personal Service of Complaint Upon Respondent

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Enforcement Priorities Are Within DHS Discretion Unless Prosecution is Based on Improper Grounds

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	United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
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	United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
	United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
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	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

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ICE Does Not File a Charge With IER Before Filing a Complaint Under Section 1324a

United States v. HRK Investments, Inc. 13 OCAHO 1318 2019

ICE Permitted to Supplement Record With Evidence on Violation Date to Meet Burden on Penalties

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

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United States v. David Jenkins 4 OCAHO 649 1994

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Presumption That Prosecution Is Undertaken in Good Faith And In a Non-Discriminatory Manner

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

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

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United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

5 OCAHO 760 1995

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United States v. Maria Elizondo Garza d/b/a Garza Farm Labor 4 OCAHO 644 1994

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

Investigations on OSC/IER's Own Initiative May Occur Where There Is No Underlying Charge

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

INDEPENDENT INVESTIGATIONS

Investigations on OSC's Own Initiative May Occur Where There Is No Underlying Charge

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

INJUNCTIONS

ALJ Has Authority to Consider Motion for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

ALJ Has Authority to Issue a Preliminary Injunction

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Likelihood of Success on the Merits Is Most Important Factor in Considering Preliminary Injunction

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Motion Construed as Request for Preliminary Injunction

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Party Moving for Preliminary Injunction Bears Burden of Persuasion

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Preliminary Injunction Is An Extraordinary Remedy

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Preliminary Injunctions Under Rule 65 of the Federal Rules of Civil Procedure

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

United States v. Italy Department Store, Inc. 6 OCAHO 847 1996

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

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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. Land Coast Insulation, Inc.	2	OCAHO	379	1991
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	463	1992

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

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United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO	760	1995
United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
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	6	OCAHO	876	1996

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	14	OCAHO	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.	14	OCAHO	1370b	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
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OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

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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.	14	OCAHO	1370b	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
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Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

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

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

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

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381b 2021

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Interpreter Provided for Prehearing Conference

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Providing An Interpreter

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Self-identifying As A Limited English Proficient Person

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381g 2021

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Contention Interrogatories Are a Permissible Tool of Discovery

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Court Cannot Compel Interrogatory Response If Request Itself is Unclear

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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INTERROGATORIES

OCAHO's Rules Do Not Permit a Party to Propound Interrogatories Upon a Non-Party

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Responding Party May Produce Business Records in Lieu of Written Response to Interrogatories

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

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Joan A. Lardy v. United Airlines, Inc.	6	OCAHO	843	1996

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United States v. Patmo Concrete LLC	17	OCAHO	1448b	2022
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022

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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	OCAHO	684	1994
United States v. Carlos Antonio Aquino	5	OCAHO	818	1995

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Green Plaza, Inc.	4	OCAHO	618	1994
United States v. Hotel Valet, Inc. d/b/a New York Valet	6	OCAHO	849	1996
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Moses Sportswear, Inc.	6	OCAHO	841	1996
United States v. Rodeo Night Club	5	OCAHO	812	1995
United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.	5	OCAHO	749	1995
United States v. U.S. Style, Inc.	6	OCAHO	827	1995
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	OCAHO	634	1994

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United States v. Louie's Wine Dive, LLC	15	OCAHO	1404	2021
United States v. Milwhite, Inc.	17	OCAHO	1469a	2023
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Esther Din Brooks v. Watts Window World	3	OCAHO	570	1993
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Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	1993
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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
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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
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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

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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
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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
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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

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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
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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

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Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
United States v. Alberta Sosa, Inc.	5	OCAHO	739	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. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	879	1996
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	OCAHO	851	1996
United States v. Kumar	6	OCAHO	833	1996
	6	OCAHO	833	1996
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO	712	1994

United States v. Lambok Sihombing	7	OCAHO	944	1997
United States v. Leonor Yolanda Ortiz	6	OCAHO	863	1996
	6	OCAHO	905	1996
United States v. Marisol Chavez-Ramirez	5	OCAHO	774	1995
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO	760	1995
	5	OCAHO	760	1995
United States v. Visiontron Corp.	13	OCAHO	1348	2020
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OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review

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

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12 OCAHO 1271 2016

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Virtue Memorandum Is Entitled to Skidmore Deference

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

Virtue Memorandum Not Entitled to Chevron Deference

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

JURISDICTION

Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental 14 OCAHO 1382 2020

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ALJ Has Jurisdiction Over Alleged Discrimination That Occurred Within PERM Process

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

Calculating When Jurisdiction Attaches Over an Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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	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	OCAHO	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

Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	838	1996
United States v. Auburn University	3	OCAHO	564	1993
United States v. General Dynamics	3	OCAHO	517	1993

JURISDICTION

Citizenship Status

Costigan v. NYNEX	6	OCAHO	918	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	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
Lee v. AT&T	7	OCAHO	924	1997
Tina B. Boyd v. Amzi Sherling, DDS	6	OCAHO	916	1997

Citizenship Status Claim(s)

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
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023

JURISDICTION

Citizenship Status Discrimination

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

Citizenship Status Jurisdiction

Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

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

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

JURISDICTION

Claims of Visa Fraud or Document Fraud Must Be Brought by the Government

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Complainant Given Notice and Opportunity to Present Evidence Supporting Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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

JURISDICTION

Complaint Must Contain Clear and Concise Statement of Facts for Jurisdiction

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

Court Has Duty to Determine If It Has Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

Discharge of An Order to Show Cause on Jurisdiction

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

JURISDICTION

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	OCAHO	918	1997
Earl Russel Horne v. Town of Hampstead	6	OCAHO	906	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Lee v. AT&T	7	OCAHO	924	1997

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997
Michael K. Lee v. Airtouch Communications	6	OCAHO	888	1996
United States v. Guardsmark	3	OCAHO	572	1993
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996
	4	OCAHO	594	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	636	1994

JURISDICTION

Double Jeopardy

United States v. Pedro Dominguez	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

Eleventh Amendment

Chiaha Ugochi v. North Dakota Department of Human Services	12	OCAHO	1304	2017
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO	1022	1999
Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO	1352	2020
Paul C. Iwuchukwu v. City of Grand Prairie	6	OCAHO	915	1997
	6	OCAHO	915	1997
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Tyrone Robinson v. New York State Family Court	5	OCAHO	814	1995
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO	1054	2000

JURISDICTION

Employer Sanctions

Private Right of Action

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

Enforcement

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

JURISDICTION

Exclusive

Citizenship Status

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

Factual Attack of OCAHO's Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Failure to Plead Jurisdiction May Lead to Dismissal of Complaint

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

16 OCAHO 1423c 2023

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

JURISDICTION

Failure to Respond to Order to Show Cause Regarding Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Federal Rules & Circuit Court Case Law Serve as Guidance on Subject Matter Jurisdiction Issues

Jayaben Patel v. USCIS Boston 14 OCAHO 1353a 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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

Prakash Sinha v. Infosys 14 OCAHO 1373 2020

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

JURISDICTION

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022

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	2002
In re Investigation of Carolina Employers Association, Subpoena	3	OCAHO	455	1992
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO	259	1990
	1	OCAHO	214	1990
Jairo Diaz v. Canteen Corporation	2	OCAHO	332	1991

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1083	2002
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	386	1991
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	6	OCAHO	923	1997
Kosatschkow v. Allen-Stevens Corporation	7	OCAHO	938	1997
Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation	4	OCAHO	707	1994
Maria Gordillo v. Illinois Department of Employment Security	3	OCAHO	542	1993
Mester Manufacturing Company v. United States	1	OCAHO	44	1989
	1	OCAHO	44	1989
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	619	1994
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	705	1994
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	929	1997
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	OCAHO	850	1996
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO	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
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

In Section 1324b Cases, Number of Employees Employed by Respondent Is Jurisdictional Fact

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

JURISDICTION

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Prakash Sinha v. Infosys 14 OCAHO 1373 2020

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

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

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

Robert Heath v. Ancile, Inc. 15 OCAHO 1411 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

JURISDICTION

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

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

Jurisdiction

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	OCAHO	1033	1999
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010

Jurisdiction in Section 1324b Cases Is Limited to Discriminatory Failure to Hire and Discharge

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

JURISDICTION

Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Jurisdictionally Deficient Complaint

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432c 2023

Limitation(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
Drahomira Adame v. Dunkin Donuts	4	OCAHO	691	1994
Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia	1	OCAHO	203	1990
Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	OCAHO	192	1990
Jarvis v. AK Steel	7	OCAHO	930	1997
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Stephen A. Lewis v. Ogden Services	2	OCAHO	375	1991
Syed Fayyaz v. The Sheraton Corporation	1	OCAHO	152	1990
United States v. Marcel Watch Corporation	1	OCAHO	143	1990
United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	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

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400c	2022
Robert Heath v. Ancile, Inc.	15	OCAHO	1411	2022
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
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423a	2022

JURISDICTION

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

Motion to Dismiss for Lack of Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

National Origin

Costigan v. NYNEX	6	OCAHO	918	1997
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Martin Flores v. Logan Foods Company	6	OCAHO	874	1995
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	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	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
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jairo Diaz v. Canteen Corporation	2	OCAHO	332	1991
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	386	1991
Jose N. Hernandez v. City of Santa Ana	4	OCAHO	663	1994
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Marian Ryba v. Temple Steel Company	1	OCAHO	289	1991
Michael K. Wockenfuss v. Bureau of Prisons	5	OCAHO	767	1995
Michael Williamson v. Autorama, Inc.	1	OCAHO	174	1990
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	628	1994
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	705	1994
	4	OCAHO	639	1994
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
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	907	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	838	1996
	6	OCAHO	838	1996
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Stephen A. Lewis v. Ogden Services	2	OCAHO	375	1991
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Tina B. Boyd v. Amzi Sherling, DDS	6	OCAHO	916	1997
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023

JURISDICTION

National Origin Discrimination

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

JURISDICTION

National Origin Jurisdiction

Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
Garth Anton Hayden v. New York Police Department	13	OCAHO	1313	2018
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	2013
Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
	13	OCAHO	1345a	2020
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

JURISDICTION

No Jurisdictional Exception for Department of Labor or PERM Process

United States v. Facebook, Inc.	14	OCAHO	1386b	2021

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
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423a	2022

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
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022

OCAHO Has No Jurisdiction Over Professional Misconduct In Other Forums

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

JURISDICTION

OCAHO Has No Jurisdiction Over Section 1324b Claims Against Employers With Three or Fewer Employees

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

Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental 14 OCAHO 1382 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

OCAHO Is A Forum of Limited Jurisdiction & Has Only the Jurisdiction Which Congress Prescribes

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
	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

JURISDICTION

OCAHO Lacks Jurisdiction Over Claims Arising Under 18 U.S.C. Section 1001

Zaji Obatala Zajradhara v, CL Corporation	16	OCAHO	1429	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022

OCAHO Lacks Jurisdiction Over Claims Arising Under 8 U.S.C. § 1188

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

JURISDICTION

OCAHO Lacks Jurisdiction Over Naturalization Process and Naturalization Applications

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400c 2022

OCAHO May Hear A Charge Filed with Both OCAHO and the EEOC if the EEOC Lacks Jurisdiction

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

OCAHO May Lack Jurisdiction Over National Origin Claim if it Overlaps With an EEOC Charge

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Robert Heath v. Ancile, Inc.	15	OCAHO	1411	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022

JURISDICTION

Office of Special Counsel Investigation(s)

In re Investigation of Conoco, Inc., Subpoena	8	OCAHO	1049	2000
United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction	11	OCAHO	1246	2015

Order Allowing for Limited Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

Original

Citizenship Status

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

JURISDICTION

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

Jayaben Patel v. USCIS Boston	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
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

JURISDICTION

Persons Protected

Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	OCAHO	880	1996

Retaliation

Brenda Bent v. Brotman Medical Center Pulse Health Services	5	OCAHO	764	1995
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	1994
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	1994
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995

JURISDICTION

Section 1324b Exceptions Are Jurisdictional

United States v. Facebook, Inc.	14	OCAHO	1386b	2021

Sovereign

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO	1284	2016
Kasathsko v. Internal Revenue Service	6	OCAHO	840	1996
Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	2000
Paul C. Iwuchukwu v. City of Grand Prairie	6	OCAHO	915	1997
	6	OCAHO	915	1997
	6	OCAHO	869	1996
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville	6	OCAHO	881	1996
Tyrone Robinson v. New York State Family Court	5	OCAHO	814	1995

United States v. Auburn University 4 OCAHO 688 1994

JURISDICTION

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

Subject Matter Jurisdiction

Cormia v. Home Care Giver Services 10 OCAHO 1160 2012

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

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

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

Garth Anton Hayden v. New York Police Department 13 OCAHO 1313 2018

James R. Cook v. Pro Source, Inc. 7 OCAHO 960 1997

Jarvis v. AK Steel 7 OCAHO 930 1997

Jayaben Patel v. USCIS Boston 14 OCAHO 1353a 2020

Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	2000
MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO	1352	2020
Prakash Sinha v. Infosys	14	OCAHO	1373	2020
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Robert Heath v. Ancile, Inc.	15	OCAHO	1411	2022
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
	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	929	1997
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO	1054	2000
	8	OCAHO	1042	2000

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. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020
	14	OCAHO	1382	2020
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023
	16	OCAHO	1423	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

JURISDICTION

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	OCAHO	754	1995

JURISDICTION

Subsequent to Final Order

United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003

Tax Protester

Bunn v. USX/US Steel	7	OCAHO	985	1998
Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	1997
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Hutchinson v. End Stage Renal Disease Network of Florida, Inc.	7	OCAHO	939	1997
Hutchinson v. GTE Data Services	7	OCAHO	954	1997
James R. Cook v. Pro Source, Inc.	7	OCAHO	960	1997

Jay S. Manning v. The City of Jacksonville	7	OCAHO	956	1997
Lee v. AT&T	7	OCAHO	924	1997
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997
Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

JURISDICTION

Temporary Protected Status (TPS)

Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002

The Issue of Subject Matter Jurisdiction May Be Raised at Any Time

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
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
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

Time Computation(s)

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

Time Limitation(s)

Alexander T. Mikhailine v. WebSci Technologies, Inc.	8	OCAHO	1033	1999
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO	716	1994
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
Julian Sahagun v. Bend-Pack, Inc.	5	OCAHO	809	1995
Leonid Naginsky v. Department of Defense and EG&G Dynatrend	5	OCAHO	726	1995
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	907	1997
Sara Caspi v. William J. Hoffman and Trigild Corporation	6	OCAHO	838	1996
	6	OCAHO	838	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

JURISDICTION

Under Section 1324b, Complainant Must Allege An Unfair Immigration-Related Employment Practice

Aurelio Galindo v. Smithfield Foods & Yuma County	14	OCAHO	1369	2020

JURISDICTION

USCIS Has Sole Jurisdiction Over Naturalization Applications

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400c	2022

Virtue Memorandum Not Entitled to Chevron Deference

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

KNOWING USE

Generally

United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Leonor Yolanda Ortiz	6	OCAHO	905	1996
United States v. Maria Sourovova	8	OCAHO	1020	1998
United States v. Marisol Chavez-Ramirez	5	OCAHO	774	1995

KNOWINGLY CONTINUE TO EMPLOY

Generally

United States v. Aid Maintenance Company, Inc. 8 OCAHO 1023 1999

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

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

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

KNOWINGLY HIRE

Admission(s)

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Valencia Bar & Liquors, Inc. 7 OCAHO 995 1998

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

KNOWINGLY HIRE

Civil Money Penalty

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

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

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

KNOWINGLY HIRE

Generally

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
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003

KNOWINGLY HIRE

Good Faith Defense

United States v. Valencia Bar & Liquors, Inc.	7	OCAHO	995	1998
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003

KNOWLEDGE

Constructive Knowledge

United States v. Aid Maintenance Company, Inc.	7	OCAHO	951	1997

United States v. American McNair, Inc.	1	OCAHO	285	1991
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO	828	1995
	6	OCAHO	828	1995
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO	200	1990
United States v. C&D Plastics, Inc.	1	OCAHO	240	1990
United States v. Cafe Camino Real, Inc.	2	OCAHO	307	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	1990
United States v. Foothill Packing, Inc.	11	OCAHO	1240	2015
United States v. Jonel, Inc.	8	OCAHO	1008	1998
	7	OCAHO	967	1997
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Mester Manufacturing Company	1	OCAHO	18	1988
United States v. New El Rey Sausage Company	1	OCAHO	66	1989
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. 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. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. USA Café	1	OCAHO	42	1989

KNOWLEDGE

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

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

Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

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

Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge

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

KNOWLEDGE

Generally

United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO	423	1992
United States v. Christie Automotive Products	2	OCAHO	361	1991
United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias	2	OCAHO	330	1991
	2	OCAHO	330	1991
United States v. Honorio Carmona-Anica	5	OCAHO	770	1995
United States v. Leonor Yolanda Ortiz	6	OCAHO	889	1996
United States v. Mr. Z Enterprise	1	OCAHO	288	1991
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO	337	1991
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO	429	1992
United States v. The Body Shop	1	OCAHO	149	1990
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	198	1990

Imputed Knowledge

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
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	377	1991
United States v. Oscar Chacon, Sr.	3	OCAHO	578	1993
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	91	1989

KNOWLEDGE

Imputed Knowledge Based on Joint Employer Theory

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Knowing Hire

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003

KNOWLEDGE

Knowledge Can Be Established Through Circumstantial Evidence

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Summary Decision

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

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

LABOR CERTIFICATION

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

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

U.S. Worker Must Be Considered Qualified If Minimum Requirements of Job Order Are Met

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	OCAHO	1256	2015
	11	OCAHO	1252	2015

LEGISLATIVE HISTORY

Disparate Treatment

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

Document Abuse

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

Generally

United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Guardsmark	3	OCAHO	572	1993
United States v. Monica Zapata-Cosio	5	OCAHO	822	1995

United States v. Mourad Abu Remileh 5 OCAHO 724 1995

5 OCAHO 724 1995

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

LEGISLATIVE INTENT

Courts Can Look to the Location of Information Within a Statute to Determine Legislative Intent

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

Limitations on OCAHO's Jurisdiction Under 8 U.S.C. Section 1324b

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

LIABILITY

Absent Extension of Time, Employer Cannot Avoid Liability by Submitting I-9s Later in Process

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

LIABILITY

Bifurcation of the Issues of Liability and Penalty

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

Citizenship Status Discrimination

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1100	2003
United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	OCAHO	1252	2015

Citizenship Status Jurisdiction

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

Continuing Violation(s)

United States v. Curran Engineering Company, Inc.	7	OCAHO	975	1997
United States v. Fairfield Jersey, Inc.	9	OCAHO	1069	2001
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO	940	1997

LIABILITY

Co-Owners of an Enterprise are Jointly and Severally Liable

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine	10	OCAHO	1209	2014

Corporate Veil

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

Corporation(s)

Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	639	1994
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
United States v. Burns and Intra-Continental Enterprises	5	OCAHO	759	1995
United States v. Continental Sports Corporation	5	OCAHO	780	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994

LIABILITY

Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted

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

Employers Are Routinely Held Liable for Acts of the Authorized Agents

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	OCAHO	1244	2015
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	2015

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

United States v. A&J Kyoto Japanese Restaurant, Inc.	10	OCAHO	1186	2013
United States v. Golden Employment Group, Inc.	12	OCAHO	1274	2016

LIABILITY

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

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

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1100	2003
United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Maria Teresa De Jesus Morales-Martinez	5	OCAHO	727	1995
	5	OCAHO	727	1995
United States v. Monica Zapata-Cosio	5	OCAHO	822	1995
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995

LIABILITY

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	OCAHO	1332g	2020
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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 OCAHO 1286 2016

Order Entering Default Judgment on Liability

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

Paperwork Requirement(s)/Violation(s)

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. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. Onion River Sports, Inc.	4	OCAHO	673	1994
United States v. R&M Fashion, Inc.	6	OCAHO	826	1995
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996

LIABILITY

Personal

United States v. Blueberry Hill Family Restaurant, Inc.	4	OCAHO	704	1994
United States v. Burns and Intra-Continental Enterprises	5	OCAHO	759	1995
United States v. Continental Sports Corporation	5	OCAHO	780	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	1993

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

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
	14	OCAHO	1349	2020
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021

LIABILITY

Substantial Compliance

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO	865	1996

Successorship Liability

United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	OCAHO	1291	2016
United States v. Spring & Soon Fashion, Inc.	7	OCAHO	982	1997
	8	OCAHO	1003	1998

Summary Decision

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. Continental Sports Corporation	5	OCAHO	799	1995
	5	OCAHO	799	1995
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Golden Employment Group, Inc.	12	OCAHO	1274	2016
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	OCAHO	851	1996
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

MEET AND CONFER

Failure to Meet and Confer Warrants Denial of Motion

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400b	2022
	15	OCAHO	1400b	2022

MEET AND CONFER

Meet and Confer Does Not Need To Be Unduly Extensive or Occur Through a Particular Medium

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Meet and Confer Requirement

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375g 2022

Minimum Requirements for Meet and Confer

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375g 2022

MEET AND CONFER

Order Requiring Parties to Submit Status Report Describing Attempts to Meet and Confer

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

MEMORANDUM OF UNDERSTANDING (MOU)

Equal Employment Opportunity Commission

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

Sara Caspi v. William J. Hoffman and Trigild Corporation 6 OCAHO 907 1997

United States v. Auburn University 4 OCAHO 617 1994

Bunn v. USX/US Steel	7	OCAHO	985	1998
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
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

MIRANDA-TYPE WARNINGS

Generally

United States v. Cristina Galeas	5	OCAHO	790	1995

MITIGATION

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

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

Back Pay

Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332e	2020
United States v. Acosta, Inc. d/b/a McDonald's	7	OCAHO	961	1997
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO	407	1992

MITIGATION

Civil Money Penalty

United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Davis Nursery, Inc.	4	OCAHO	694	1994
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Draper-King Cole, Inc.	7	OCAHO	933	1997
	7	OCAHO	933	1997
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994

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. 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
	1	OCAHO	74	1989
United States v. Monfort, Inc.	4	OCAHO	597	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	636	1994

MITIGATION

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

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

Form I-9

United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. El Paso Hospitality, Inc.	5	OCAHO	737	1995
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994

Generally

United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing	3	OCAHO	494	1993
United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	OCAHO	462	1992
United States v. Business Teleconsultants, Ltd.	3	OCAHO	565	1993
United States v. Central Nebraska Packing, Inc.	4	OCAHO	714	1994
United States v. David Day d/b/a David Day Masonry	3	OCAHO	575	1993
United States v. Davis Nursery, Inc.	4	OCAHO	694	1994
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	OCAHO	652	1994
United States v. Redi-Cut Foods, Inc.	4	OCAHO	659	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO	509	1993
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. The Beverly Center	5	OCAHO	762	1995
United States v. Wood 'N Stuff	3	OCAHO	574	1993

MITIGATION

Good Faith Defense

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	OCAHO	752	1995
United States v. Danny Mathis d/b/a Mathis Maspory	4	OCAHO	717	1994
	4	OCAHO	717	1995
United States v. David Jenkins	5	OCAHO	743	1995
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010

United States v. Draper-King Cole, Inc.	7	OCAHO	933	1997
	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. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	1995
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Mesabi Bituminous, Inc.	5	OCAHO	801	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	1994
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	1995
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. Tri-Component Product Corporation	6	OCAHO	853	1996
United States v. Williams Produce, Inc.	5	OCAHO	730	1995
Zelleka Getahun v. Dupont Merck Pharmaceutical Company	8	OCAHO	1041	1999

MITIGATION

Ignorance of Statutory Requirements

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. Onion River Sports, Inc.	4	OCAHO	673	1994
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	OCAHO	1206	2013

MITIGATION

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

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

Illegal Alien(s)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	803	1995
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, inc.	4	OCAHO	637	1994

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

MITIGATION

Injunctive Relief

Anthony F. Lundy v. OOCL, Inc. 1 OCAHO 215 1990

1 OCAHO 196 1990

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 148 1990

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

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

United States v. Kobe Sapporo Japanese, Inc. 10 OCAHO 1204 2013

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

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

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

MITIGATION

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

Monetary Damages

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	1	OCAHO	291	1991
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

United States v. Mesa Airlines	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

MITIGATION

Previous Violation(s)

Reduction

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

Reinstatement

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

MODIFICATION

Generally

United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	1995
United States v. Ebrahim Banafsheha	3	OCAHO	525	1993
	3	OCAHO	525	1993
United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	OCAHO	554	1993

United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	OCAHO	554	1993
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 Landscape Management	3	OCAHO	559	1993
	3	OCAHO	559	1993

MODIFICATION

Modification by the Chief Administrative Hearing Officer

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

MODIFICATION

Summary Decision

United States v. Cristina Galeas 5 OCAHO 790 1995

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

5 OCAHO 760 1995

MOTION TO DISMISS

Denial of Motion to Dismiss

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

MOTION TO DISMISS

Factual Attack of OCAHO's Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Filing Motion to Dismiss Does Not Affect Time Period for Filing an Answer

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462a 2023

Motion for Voluntary Dismissal

Sanhjeshni Lata Hussain v. Amazon Web Services, Inc. 17 OCAHO 1453 2022

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Motion to Dismiss Based on Delay and Alleged Bad Faith of Opposing Party

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

MOTION TO DISMISS

Motion to Dismiss for Lack of Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Motion to Dismiss Is Not the Vehicle for the Court to Resolve Factual Disputes

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Party Moving for Dismissal Failed to Provide Law Supporting Dismissal

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Party Moving for Dismissal Has Burden of Establishing That Dismissal Is Appropriate

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

MOTION TO DISMISS

Stay of Proceedings Pending Adjudication of Motion to Dismiss

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare 14 OCAHO 1371a 2022

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

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

MOTION TO STRIKE

Minor Alterations to Documents to Highlight Pertinent Provisions Are Permitted

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

MOTION TO STRIKE

Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Motion to Strike Evidence Not Produced Must Identify Discovery Requests That Were Not Adhered To

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Order Denying Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

MOTION(S)

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

16 OCAHO 1439 2022

A Motion Is An Oral or Written Request for Some Action by an ALJ

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388e 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

A Motion Is the Appropriate Way to Request Relief From the Court

Zaji Obatala Zajradhara 16 OCAHO 1438c 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

MOTION(S)

Abandonment

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 1994

Adjudication of Other Motions Deferred Pending Adjudication of Motion for Voluntary Dismissal

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

Adjudicatory Relief

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner 4 OCAHO 696 1994

ALJ Construed Pro Se Motion to Add Third Party as Motion to Amend Complaint

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

MOTION(S)

ALJ Has Discretion to Accept Oral Motion

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375d 2022

ALJ May Accept Oral Motion at a Prehearing Conference or a Hearing

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Amended

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

MOTION(S)

Anonymity

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450b	2022

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

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)

Bifurcation of Discovery-Related Requests for Relief Raised in Motion

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Blanket Protective Orders May Be Appropriate in Complex Cases

United States v. Facebook, Inc. 14 OCAHO 1386c 2021

Clarification

Ramiro A. Villalobos v. Roumiguiere Vineyards 4 OCAHO 630 1994

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Dinko Sefic v. Marconi Wireless	9	OCAHO	1125	2007
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
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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	OCAHO	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

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United States v. Head Foil, Inc. d/b/a Head Foil Corporation	2	OCAHO	398	1991
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375h	2022
	14	OCAHO	1375e	2022
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425	2022

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Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

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Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
D'Amico v. Erie Community College	7	OCAHO	927	1997
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Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
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	3	OCAHO	505	1993
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

MOTION(S)

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United States v. LFW Dairy Corporation	10	OCAHO	1129	2009

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A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388e	2021

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United States v. HRK Investments, Inc.	13	OCAHO	1318	2019
United States v. WSC Plumbing, Inc.	8	OCAHO	1045	2000
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Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375f	2022
	14	OCAHO	1375	2020

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R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022

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Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Eusebio Huesca v. Rojas Bakery	4	OCAHO	654	1994
Frank Thomas Brown v. Baltimore City Public Schools	3	OCAHO	480	1992
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	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
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	345	1991

James D. Westendorf v. Brown & Root, Inc.	3	OCAHO	477	1992
Jarvis v. AK Steel	7	OCAHO	930	1997
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO	537	1993
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1083	2002
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO	524	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Lazaro Antonio Arrieta v. Michigan Employment Security Commission	3	OCAHO	471	1992
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
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Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
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Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	OCAHO	850	1996
Stephen Salerno v. ICL Retail Systems, Inc.	3	OCAHO	481	1993
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
Tito Ponce Chavez v. National By-Products	4	OCAHO	620	1994
Tulin E. Mangir v. TRW, Inc.	4	OCAHO	672	1994

United States v. Auburn University	3	OCAHO	564	1993
United States v. Chinese Back Rub d/b/a Chinese Massage	17	OCAHO	1452	2022
United States v. Farmers Insurance Group of Companies	1	OCAHO	22	1988
United States v. Frank's Meat Company, a Sole Proprietorship	3	OCAHO	513	1993
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. HRK Investments, Inc.	13	OCAHO	1318	2019
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1040	2000
	8	OCAHO	1040	2000
United States v. Red Lobster	4	OCAHO	631	1994
United States v. Redi-Cut Foods, Inc.	4	OCAHO	659	1994

United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375f	2022
United States v. Victor Hugo Baches-Corado	3	OCAHO	571	1993
Wartan Bozoghlanian v. Hughes Radar Systems Group	5	OCAHO	741	1995
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

MOTION(S)

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Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	OCAHO	1131	2009
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	207	1990

Enforcement of Arbitration

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
United States v. California Mantel, Inc.	10	OCAHO	1168	2013
United States v. Westin Galleria & Westin Oaks Hotel	4	OCAHO	701	1994

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Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021

Exclusion of Opposing Counsel

Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1104	2004

Extension of Time

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
	14	OCAHO	1381f	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381i	2021
Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union	17	OCAHO	1471	2023
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324c	2021
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	664	1994
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Richard R. Rogers v. Service Experts	16	OCAHO	1415	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. BKR Restaurants, LLC d/b/a Burger King	10	OCAHO	1154	2012
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022

United States v. Facebook, Inc.	14	OCAHO	1386e	2021
United States v. KLJ Leasing, LLC	16	OCAHO	1446a	2023
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423b	2022

MOTION(S)

Extension of Time to File Answer

Ali Talebinejad v. Massachusetts Institute of Technology	17	OCAHO	1464	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456	2022
United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414	16	OCAHO	1430	2022

Extension of Time to File Reply to Answer to Complaint

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

MOTION(S)

Extension of Time to Respond to Order to Show Cause

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

Extension of Time to Supplement Discovery Responses

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Filing Construed as Motion to Voluntarily Withdraw Case

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

Y.Y. v. Zuora 15 OCAHO 1402b 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402a 2022

MOTION(S)

Filing Motion to Dismiss Does Not Affect Time Period for Filing an Answer

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462a 2023

Form of

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

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1089 2003

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375e	2022
Zaji Obatala Zajradhara v. Ranni's Corporation	16	OCAHO	1426	2022

MOTION(S)

Generally

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994
In re Investigation of Carolina Employers Association, Subpoena	3	OCAHO	455	1992
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	341	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1089	2003
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	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
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
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

If Motion to Substitute Is Not Made Within Time Set By Court, Case May Be Dismissed

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418d	2023
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419c	2023

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	OCAHO	1350	2020
Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020
United States v. Facebook, Inc.	14	OCAHO	1386b	2021

Inference

United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	202	1990

MOTION(S)

Intervene

Hernandez v. Farley Candy Company	5	OCAHO	765	1995
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	341	1991
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO	228	1990

Joint Dismissal

Daniela Violante v. The Giant Food Company	17	OCAHO	1458	2022
LeEdwards v. Kumagai International USA Corporation	4	OCAHO	609	1994
United States v. El Vajio, LLC	17	OCAHO	1466	2022
United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023

United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425b	2022

MOTION(S)

Joint Motion to Accept Settlement Agreement and Issue A Final Decision and Order

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant	15	OCAHO	1403	2021

Joint Motion to Dismiss Based on Settlement

Daniela Violante v. The Giant Food Company	17	OCAHO	1458	2022
United States v. El Vajio, LLC	17	OCAHO	1466	2022
United States v. Facebook, Inc.	14	OCAHO	1386f	2021

United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425b	2022

MOTION(S)

Joint Stipulation of Dismissal With Prejudice

Y.Y. v. Zuora	15	OCAHO	1402b	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022

Judgment on the Pleadings

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations 3 OCAHO 563 1993

MOTION(S)

Jury Trial

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

Limine

United States v. PPJV, Inc. d/b/a Publishers Press 2 OCAHO 368 1991

United States v. Westwind Farms, Inc. 1 OCAHO 171 1990

More Definite Statement

United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant 5 OCAHO 723 1995

United States v. Feliciano Aguas-Avalos 4 OCAHO 642 1994

MOTION(S)

Motion Construed as Request for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Motion for Administrative Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Motion for an Order to Show Cause

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Motion for Continuance

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

MOTION(S)

Motion for Continuance Construed as Request to Modify Case Schedule

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

Motion for Default Judgment Filed During Answer Timeframe Is Premature

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Discovery

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

MOTION(S)

Motion for Discovery Sanctions

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Motion for Dismissal Based on Abandonment of Complaint

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Motion for Entry of Protective Order

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

United States v. Facebook, Inc. 14 OCAHO 1386d 2021

MOTION(S)

Motion for Extension of time to File Dispositive Motions

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446a 2023

Motion for Interpreter

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381g 2021

Motion for Judgment Not Ripe for Adjudication

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Leave of Court to Amend Complaint

United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394a	2021

MOTION(S)

Motion for Leave of Court to File Supplemental Response

R.S. v. Lattice Semiconductor	14	OCAHO	1362b	2021
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021

Motion for Leave to Amend Certificate of Service

In re Investigation of Georgia Institute of Technology	15	OCAHO	1399	2021

Motion for Prehearing Conference

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

MOTION(S)

Motion for Restraining Order

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Motion for Restraining Order Against Opposing Counsel

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Motion for Sanction of Dismissal

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Motion for Sanctions

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

MOTION(S)

Motion for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Motion for Screen Sharing At Prehearing Conference

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

Motion for Stay of Enforcement of Agency Order

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

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

MOTION(S)

Motion for Summary Decision

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
Cassandra Monty v. USA2GO Quick Stores	16	OCAHO	1443a	2022
R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2020
United States v. Maverick Construction LLC	15	OCAHO	1405	2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375 2020

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental 14 OCAHO 1382 2020

MOTION(S)

Motion for Summary Decision and Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Summary Decision Treated As Motion to Dismiss

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

Motion Opposing Deposition Construed As Motion For Protective Order

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

MOTION(S)

Motion Requesting Copy of Answer

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

Motion to Amend Order Construed as Motion for Reconsideration

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

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

Motion to Approve Subpoena

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Motion to Compel

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375g	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

MOTION(S)

Motion to Compel Discovery

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

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	1332d	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022

MOTION(S)

Motion to Compel Discovery Found To Be Not Ripe for Adjudication

Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

Motion to Compel Discovery Must Explain Why Requested Material Is Relevant

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388b	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

MOTION(S)

Motion to Compel Discovery Must Include the Nature of the Questions or Request

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC 16 OCAHO 1432a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Motion to Compel Must State the Nature of a Party's Responses and Objections

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

MOTION(S)

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Motion to Compel Release of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Motion to Correct Record

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

Motion to Dismiss

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.	13	OCAHO	1321	2019
Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO	1284	2016
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Robert Heath v. Ancile, Inc.	15	OCAHO	1411a	2022
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Chinese Back Rub d/b/a Chinese Massage	17	OCAHO	1452	2022
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
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. Garcia-Guaneros	13	OCAHO	1334	2020
United States v. HRK Investments, Inc.	13	OCAHO	1318	2019
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2020
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375f	2022
	14	OCAHO	1375	2020
United States v. Split Rail Fence Company, Inc.	10	OCAHO	1181	2013
Zaji Obatala Zajradhara v. CL Corporation	16	OCAHO	1429a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

MOTION(S)

Motion to Dismiss Filed by Complainant

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

MOTION(S)

Motion to Dismiss for Lack of Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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

Motion to Enforce Order Compelling Discovery

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

MOTION(S)

Motion to Enforce Previous Order

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

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

Motion to Enforce Should Specify Relief Sought

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

Motion to Extend Deadline to Provide Discovery Responses

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

MOTION(S)

Motion to Extend Discovery Timeframe

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Motion to Modify Case Schedule

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

Motion to Reconsider an Interlocutory Order

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

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

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

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

MOTION(S)

Motion to Reconsider Final Order of Dismissal Construed As Motion to Amend

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

Motion to Request Waiver of Naturalization Application Requirements

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400c 2022

Motion to Strike

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021
Jack N. Toussaint v. Tekwood Data Processing Consulting 6 OCAHO 892 1996
James R. Cook v. Pro Source, Inc. 7 OCAHO 960 1997

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	493	1993
	3	OCAHO	450	1992
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
United States v. Alberta Sosa, Inc.	5	OCAHO	739	1995
United States v. Applied Computer Technology	2	OCAHO	306	1991
United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Azteca Restaurant, Northgate	1	OCAHO	33	1988
United States v. Boah Fashion, Corporation	1	OCAHO	281	1990
United States v. Broadway Tire, Inc.	1	OCAHO	226	1990
United States v. Capitol Arts & Frames, Inc.	1	OCAHO	229	1990
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO	723	1995
United States v. David Jenkins	4	OCAHO	649	1994
United States v. Desert Palace, Inc.	9	OCAHO	1067	2001
	9	OCAHO	1067	2001
United States v. Diamond Construction, Inc.	3	OCAHO	456	1992
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	387	1991

United States v. Fairfield Jersey, Inc.	9	OCAHO	1072	2001
United States v. Great Earth Companies, Inc.	9	OCAHO	1070	2001
United States v. Gregorio Alabada Makilan	4	OCAHO	610	1994
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	260	1990
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Martina Limon-Perez	5	OCAHO	796	1995
United States v. Minaco Fashions, Inc.	3	OCAHO	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 Investigations	3	OCAHO	563	1993
	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	OCAHO	1288	2016

Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022

Motion to Strike Deposition Errata Sheet

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

MOTION(S)

Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Motion to Substitute

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

Motion(s) to Quash

United States v. Edith Fine 1 OCAHO 89 1989

Motions for Reconsideration Cannot Be Used to Relitigate Old Matters

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

MOTION(S)

Motions for Reconsideration Granted Only in Limited Circumstances

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

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

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

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

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Motions Must Be Submitted in Way That Parties Have Reasonable Opportunity to Respond or Object

Zaji Obatala Zajradhara 16 OCAHO 1438c 2023

MOTION(S)

Movant Must State With Particularity the Grounds for the Motion

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

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

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 OCAHO 1332g 2020

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

Notice of Filing Construed As A Motion to Supplement Motion to Dismiss

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414c 2022

MOTION(S)

Notice of Settlement

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. G. George's Restaurant, Inc., d/b/a G. George's 17 OCAHO 1455 2022

17 OCAHO 1455 2022

United States v. La Charca, LLC 17 OCAHO 1467 2022

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken 16 OCAHO 1445a 2022

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461a 2022

United States v. Ruiz Brothers, LLC, d/b/a El Agave 17 OCAHO 1468 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425b 2022

MOTION(S)

OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381l	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	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.	14	OCAHO	1370b	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

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

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
Steven Brown et al. v. Pilgrim's Pride Corporation	14	OCAHO	1379b	2022

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	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363d	2021

Official Notice

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Psychosomatic Fitness	14	OCAHO	1387	2021

Opposition From a Party Is Moot If ALJ Already Adjudicated the Matter in That Party's Favor

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426b 2022

MOTION(S)

Oral Motion at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Oral Motion to Dismiss

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Order Denying Motion for Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Order Denying Motion to Amend Complaint

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

MOTION(S)

Order Denying Opposition to Motion as Moot

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426b 2022

Order Denying Party's Motion to Proceed Anonymously

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

Order Granting Motion for Interpreter

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381g 2021

Order Granting Motion for Leave to File a Reply

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Steven Brown et al. v. Pilgrim's Pride Corporation 14 OCAHO 1379b 2022

MOTION(S)

Order Granting Oral Motion

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375g 2022

Order Rejecting Oral Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375d 2022

MOTION(S)

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

Order Starting 90-Day Window to File a Motion to Substitute Under Rule 25 of FRCP

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418d 2023

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419c 2023

Parties Cannot Make Oral Motions by Way of Leaving Voicemail With Court Staff

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Posthearing Motion

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

MOTION(S)

Prehearing Conferences May Be Expedient Way to Resolve Written Motions When Hearing is Imminent

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Prehearing Motion

United States v. David Jenkins 4 OCAHO 649 1994

Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Pro Se "Complaint Withdrawal Form" Construed As Motion to Withdraw Complaint

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

MOTION(S)

Pro Se Motions May Be Construed Liberally

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Protective Order(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

United States v. Facebook, Inc.	14	OCAHO	1386d	2021

MOTION(S)

Reconsideration

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381l	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
	14	OCAHO	1381b	2021
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	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Stephen A. Lewis v. Ogden Services	2	OCAHO	384	1991
United States v. Burns and Intra-Continental Enterprises	5	OCAHO	768	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003
United States v. Four Star Knitting, Inc.	5	OCAHO	815	1995

United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.	1	OCAHO	170	1990
United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO	502	1993
United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant	2	OCAHO	339	1991
United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant	2	OCAHO	329	1991
	2	OCAHO	329	1991
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	OCAHO	312	1991
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO	373	1991
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	OCAHO	201	1990
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	91	1989
	1	OCAHO	104	1989
United States v. Williams Produce, Inc.	5	OCAHO	730	1995
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363d	2021
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

MOTION(S)

Reconsideration of Final Orders in 8 U.S.C. Section 1324b Cases

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363d	2021

MOTION(S)

Re-Open Case

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	603	1994

Request for Continuance of Prehearing Conference

Robert Heath v. Rang Technologies	16	OCAHO	1420	2022
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375e	2022

Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

14 OCAHO 1375c 2021

MOTION(S)

Request for Hearing Continuance Due to Unavailability of Co-Counsel

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Request for Relief Should Be In Separate Motion, Not Response to a Motion

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

Request to Extend Discovery Period

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

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
	14	OCAHO	1381i	2021
R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

MOTION(S)

Requesting New Relief in Response to Motion Strips Original Moving Party of Chance to Respond

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

Requests Are Required to Be Made By Motion

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381f	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
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

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

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

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

MOTION(S)

Requests for Extension of Time Should Be Filed in Advance of Deadline

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

Requests for Relief Must Be Submitted in the Form of a Motion

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Zaji Obatala Zajradhara 16 OCAHO 1438c 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

Response to a Motion Should Address Only the Issues Raised by the Moving Party

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

MOTION(S)

Response to Motion to Dismiss Construed as Motion for Leave to Amend Complaint

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

Sanctions

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1104 2004

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1091 2003

Joan A. Lardy v. United Airlines, Inc. 3 OCAHO 493 1993

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

United States v. David Day d/b/a David Day Masonry 3 OCAHO 553 1993

United States v. Giamblis Enterprises 5 OCAHO 817 1995

United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	OCAHO	444	1992
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	472	1992
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO	560	1993
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	409	1992
	2	OCAHO	390	1991
Zaji Obatala Zajradhara v, CL Corporation	16	OCAHO	1429	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022

MOTION(S)

Stay of Proceedings Pending Adjudication of Motion to Dismiss

Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022

Subject Matter Jurisdiction

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office	12	OCAHO	1284	2016
Esther Din Brooks v. Watts Window World	3	OCAHO	570	1993
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

MOTION(S)

Substitution of Parties

Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419c	2023

Summary Decision

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Cassandra Monty v. USA2GO Quick Stores	16	OCAHO	1443a	2022
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	OCAHO	1077	2001
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Ephrain Manuel Berlanga v. Butterball Company	4	OCAHO	669	1994
Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Fairfield Jersey, Inc.	9	OCAHO	1069	2001
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	OCAHO	1359a	2021
United States v. Marisol Chavez-Ramirez	5	OCAHO	774	1995
United States v. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

MOTION(S)

Supplemental

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	668	1994
Linda S. Walker v. United Airlines, Inc.	6	OCAHO	856	1996

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

MOTION(S)

Timeliness

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

Timing of Motion for Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Timing of Motion for Summary Decision

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Untimely Filing

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

MOTION(S)

Voluntary Dismissal

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

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Voluntary Dismissal by Complainant

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

Sanhjeshni Lata Hussain v. Amazon Web Services, Inc. 17 OCAHO 1453 2022

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

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

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Steven Brown, et al. v. Pilgrims Pride Corporation	14	OCAHO	1379	2020
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2020
United States v. R2M2 Rebar & Stressing, Inc.	14	OCAHO	1357	2020
United States v. Samuel Tominiyi Fasakin	14	OCAHO	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

Absence of Conferment Certification May Be Excused If Facts Indicate Conferral Would Be Futile

United States v. JR Contractors, Inc. 15 OCAHO 1406 2021

ALJ May Deny Motion to Compel If It Is Not Timely Filed

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Failure to Show Good Cause for Untimely Motion to Compel

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

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

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

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

MOTIONS TO COMPEL

Insufficient Showing of Relevance Warrants Denial of Motion to Compel Discovery

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

15 OCAHO 1388d 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Motion to Compel Denied for Failure to Provide Specific Argument

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

MOTIONS TO COMPEL

Motion to Compel Discovery

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC 16 OCAHO 1432a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Motion to Compel Discovery Found To Be Not Ripe for Adjudication

Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC 16 OCAHO 1432a 2022

Motion to Compel Discovery Must Include the Nature of the Questions or Request

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC 16 OCAHO 1432a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

16 OCAHO 1438b 2022

MOTIONS TO COMPEL

Motion to Compel Must Identify Discovery Requests With Specificity

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Motion to Compel Must Include Argument in Support of the Motion

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Motion to Compel Must Include Certification of Good Faith Resolution Efforts

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	1332e	2020
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

MOTIONS TO COMPEL

Motion to Compel Must Include Response or Objections of Party Upon Whom Discovery Was Propounded

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022

Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022

Martine Mbitaze v. Greenbelt Police Department	14	OCAHO	1360a	2020
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
United States v. JR Contractors, Inc.	15	OCAHO	1406	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

MOTIONS TO COMPEL

Motion to Compel Must State the Nature of a Party's Responses and Objections

A.S. v. Amazon WerServices, Inc.	14	OCAHO	1381	2020
R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363a 2020

MOTIONS TO COMPEL

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Motion to Compel Release of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

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

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

14 OCAHO 1360 2020

R.S. v. Lattice Semiconductor	14	OCAHO	1362	2020
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express	11	OCAHO	1220	2014
United States v. Durable, Inc.	11	OCAHO	1221	2014
United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1234	2014
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022

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	OCAHO	1220	2014
United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1234	2014

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

MOTIONS TO COMPEL

OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Opposing Party Bears Burden of Persuasion

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

Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

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

MOTIONS TO COMPEL

Order Denying Motion to Compel

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375g 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

Order Denying Motion to Compel With Respect to Overbroad and Vague Discovery Request

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Order Granting in Part and Denying in Part Motion to Compel Discovery

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

MOTIONS TO COMPEL

Order Granting Motion to Compel

United States v. JR Contractors, Inc. 15 OCAHO 1406 2021

Party May Not Propound New Requests in a Motion to Compel

R.S. v. Lattice Semiconductor 14 OCAHO 1362 2020

Party Seeking to Compel Discovery Must Show That Discovery Was Sent In a Timely Manner

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Purpose of Requirements for a Motion to Compel

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363a 2020

MOTIONS TO COMPEL

Request for Attorney Fees for Motion to Compel Denied as Premature

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

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

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

NATIONAL ORIGIN

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

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
Garth Anton Hayden v. New York Police Department	13	OCAHO	1313	2018
Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.	11	OCAHO	1261	2015
Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Li Zu v. Avalon Valley Rehabilitation Center	14	OCAHO	1376	2020
Martine Mbitaze v. City of Greenbelt	13	OCAHO	1345a	2020
Nicasio Angulo v. Securitas Security Services USA, Inc.	11	OCAHO	1259	2015
Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid	12	OCAHO	1287a	2016
	12	OCAHO	1287	2016
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
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	OCAHO	1260	2015
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022

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
	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

Dismissal

Zaji Obatala Zajradhara	14	OCAHO	1363c	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

NATIONAL ORIGIN

Jurisdiction

Carlos Aciar v. Rosen's Delicatessen	9	OCAHO	1086	2002
Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	OCAHO	1005	1998
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
	4	OCAHO	691	1994
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994
Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	2013

Kevin Raffay v. Western Digital	10	OCAHO	1159	2012
Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Martin Flores v. Logan Foods Company	6	OCAHO	874	1995
Michael K. Wockenfuss v. Bureau of Prisons	5	OCAHO	767	1995
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	705	1994
Prakash Sinha v. Infosys	14	OCAHO	1373	2020
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	929	1997
Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332g	2020
Tina B. Boyd v. Amzi Sherling, DDS	6	OCAHO	916	1997
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	2013
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	1997
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

NATIONAL ORIGIN

Knowledge

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

National Origin Discrimination

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

National Origin Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Overlap with EEOC Charges

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Robert Heath v. Ancile, Inc. 15 OCAHO 1411 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

NATIONAL ORIGIN

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

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

NOTICE

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

ALJ Notified Parties of Intent to Take Notice of a Material Fact

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

NOTICE

Appearance

Johnson v. Florida Power Corporation	7	OCAHO	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

Bifurcation

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

Complainant Given Notice and Opportunity to Present Evidence Supporting Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022

Completion of I-9 after Notice of Inspection

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10	OCAHO	1174	2013

Generally

United States v. Big Bear Market	1	OCAHO	48	1989
	1	OCAHO	49	1989
United States v. David Day d/b/a David Day Masonry	3	OCAHO	514	1993

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. Italy Department Store, Inc.	6	OCAHO	847	1996
United States v. Jupiter Crab Company Restaurant	1	OCAHO	6	1988
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	1989
United States v. Marcos Iniguez-Casillas	8	OCAHO	1001	1998
United States v. Mester Manufacturing Company	1	OCAHO	18	1988
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	198	1990

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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

NOTICE

Judicial Notice

Robert Heath v. Amazee Global Ventures	16	OCAHO	1433a	2022
Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
	15	OCAHO	1411a	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395c	2022
Robert Heath v. Government System Technologies, Inc.	16	OCAHO	1437a	2022
Robert Heath v. Infosoft Solutions	16	OCAHO	1447	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434a	2022

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413d	2022
	15	OCAHO	1413c	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

NOTICE

Legal Rights

United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996
United States v. Julio Carpio-Lingan	6	OCAHO	871	1996

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

Matters Subject to Judicial Notice Should Be Relevant to the Proceedings

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022

Notice and Opportunity to Respond Prior to Taking Official Notice of a Material Fact

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413d	2022
	15	OCAHO	1413c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

NOTICE

Notice and Opportunity to Respond Provided Prior to Determination of Future Status of Case

Robert Heath v. Amazee Global Ventures	16	OCAHO	1433a	2022
Robert Heath v. Ancile, Inc.	15	OCAHO	1411a	2022
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385d	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395c	2022
Robert Heath v. Government System Technologies, Inc.	16	OCAHO	1437a	2022
Robert Heath v. Infosoft Solutions	16	OCAHO	1447	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434a	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022

Notice of Filing Construed As A Motion to Supplement Motion to Dismiss

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414c	2022

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
United States v. Stanford Sign and Awning, Inc.	10	OCAHO	1145	2012

NOTICE

Notice of Settlement

Rider F. Garcia v. Can-Am Electric, LLC	15	OCAHO	1401	2021
United States v. Chinese Back Rub d/b/a Chinese Massage	17	OCAHO	1452	2022
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022

Notice of Subpoena

In Re Investigation of: NHS Human Services	10	OCAHO	1198	2013
United States v. Harris Ranch Beef Company	2	OCAHO	302	1991

NOTICE

Notice That Court May Deem Complaint Abandoned

Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022

Notice That Request for Hearing May Be Deemed Abandoned

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022

NOTICE

Official Notice

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
	16	OCAHO	1418d	2023
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022
	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

Order Providing Notice of Apparent Death of a Party

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

NOTICE

Respondent

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

Scheduling Issue Communication

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395b 2022

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437 2022

Robert Heath v. Smart Works, LLC 16 OCAHO 1434 2022

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410b 2022

NOTICE

Service

United States v. Honorio Carmona-Anica 5 OCAHO 770 1995

Statute of Limitations

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

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

NOTICE

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)

United States v. Jupiter Crab Company Restaurant	1	OCAHO	6	1988

Ten Day Notice Rule

United States v. Auburn University	3	OCAHO	564	1993
United States v. Frank's Meat Company, a Sole Proprietorship	3	OCAHO	513	1993

Upon Determination That Party Is Deceased, Notice Must Be Given to Successor in Interest

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

NOTICE OF APPEARANCE

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

ALJ Accepted Oral Notice of Appearance at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

ALJ Exercised Discretion to Accept Filing From Attorney Despite Lack of Notice of Appearance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

NOTICE OF APPEARANCE

Amicus Curiae Ordered to File Notice of Appearance

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Attorney Must File Notice of Appearance to Represent Party in OCAHO Proceedings

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

Attorney's Filing of Request for Hearing Constitutes Notice of Appearance

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sal's Lounge 15 OCAHO 1394b 2022

NOTICE OF APPEARANCE

DHS Form G-28 May Constitute Notice of Appearance If It Substantially Complies With Section 68.33(f)

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

Form EOIR-28 Does Not Satisfy OCAHO's Requirements for Notice of Appearance

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

IER Required to File Notice of Appearance

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

NOTICE OF APPEARANCE

Individual Seeking to Represent Party Must Submit Notice of Appearance

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Notice of Appearance Must Include Case Name, Case Number, Party Name, and Certificate of Service

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

Notice of Appearance Required for Clarity of Record

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

OCAHO Regulations Do Not Provide for Limited Appearances

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

NOTICE OF APPEARANCE

Oral Notice of Appearance

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Order Requiring Filing of Notice of Appearance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

NOTICE OF APPEARANCE

Partner or General Officer Representing Company Must File Notice of Appearance

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

Registered Agent Representing Corporation Must File Notice of Appearance

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414c 2022

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

16 OCAHO 1414b 2022

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

ALJ Exercised Discretion to Consider Contents of IER Notice

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

Charge

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1031 1999

Elodia Guzman v. Yakima Fruit & Cold Storage 9 OCAHO 1066 2001

9 OCAHO 1066 2001

Frank Farzin Nickman v. Mesa Air Group 9 OCAHO 1113 2004

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

Jose R. Lima v. New York City Department of Education 10 OCAHO 1128 2009

Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
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
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	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	OCAHO	1256	2015
United States v. Pancho's Mexican Buffet, Inc.	4	OCAHO	632	1994
United States v. Red Lobster	4	OCAHO	631	1994

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Complainant Generally May Not Bring OCAHO Claim Against Party Not Named in the Charge

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019

Complaint

Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
	10	OCAHO	1128	2009
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1052	2000
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Contents of a Charge Under Section 1324b

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019

Document Abuse

United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Robison Fruit Ranch, Inc.	4	OCAHO	594	1994

Ex Parte Communication(s)

United States v. Red Lobster	4	OCAHO	631	1994

Exceptions to Requirement That Complainant Must Name Party in Charge Before Bringing OCAHO Claim

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

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

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2019
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020

Filing Amicus Curiae Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414a	2022

Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

Generally

Alexsandr Yakubson v. Effective Security 6 OCAHO 858 1996

Grzegirz Pioterek v. Anderson Cleaning Systems, Inc. 3 OCAHO 484 1993

Jaycee George v. Bridgeport Jai-Alai, Inc. 3 OCAHO 537 1993

Margarita Yefremov v. New York City Department of Transportation 3 OCAHO 466 1992

United States v. McDonnell Douglas Corporation 3 OCAHO 507 1993

United States v. Patrol & Guard Enterprises, Inc. 8 OCAHO 1052 2000

IER "90 Day Letter" Is the Functional Equivalent of a "Right to Sue" Letter

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

IER Encouraged to Seek Leave and File Notices As Amicus Curiae or Intervenor

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

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 OCAHO 1378 2020

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

IER May Conduct Investigations on Its Own Initiative

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

IER Required to File Notice of Appearance

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Intervenor

Hernandez v. Farley Candy Company 5 OCAHO 810 1995

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

Investigation(s)

In re Investigation of Conoco, Inc., Subpoena	8	OCAHO	1049	2000
In Re Investigation of: NHS Human Services	10	OCAHO	1198	2013
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	OCAHO	1378	2020
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1052	2000

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Investigatory Period

In re Investigation of Conoco, Inc., Subpoena	8	OCAHO	1048	2000
	8	OCAHO	1048	2000
Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
	10	OCAHO	1128	2009
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1052	2000

Invitation to IER to File Amicus Curiae Brief

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381a	2021

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Jurisdiction

Garth Anton Hayden v. New York Police Department	13	OCAHO	1313	2018
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO	751	1995
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	OCAHO	900	1996
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
United States v. Great Earth Companies, Inc.	9	OCAHO	1070	2001
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1052	2000

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
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	OCAHO	900	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
	5	OCAHO	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	OCAHO	1370	2020
Bunn v. USX/US Steel	7	OCAHO	985	1998

Garth Anton Hayden v. New York Police Department	13	OCAHO	1313	2018
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
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

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022

Motion to Compel Release of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022

Notification

Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009

Jose R. Lima v. New York City Department of Education	10	OCAHO	1128	2009
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
	5	OCAHO	755	1995

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

OCAHO ALJs Are Not Required to Give Any Evidence to IER's Determination

Alex J. Montalvo v. Kering Americas, Inc.	14	OCAHO	1350	2020

OCAHO Regulations Do Not Provide for Limited Appearances

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022

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

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

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 OCAHO 1350 2020

Pattern or Practice

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

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

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Public Notice

United States v. Agripac, Inc. 8 OCAHO 1012 1998

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Requirement to File a Charge With IER Is Not Applicable in Cases Under Section 1324a

United States v. HRK Investments, Inc. 13 OCAHO 1318 2019

Retaliation

Jose Danilo Cruz v. Able Service Contractors, Inc. 6 OCAHO 837 1996

Sanctions

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 1994

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Settlement

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

United States v. New Mexico State Fair 6 OCAHO 898 1996

Statement of Interest

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Statute of Limitations

Jose R. Lima v. New York City Department of Education 10 OCAHO 1128 2009

10 OCAHO 1128 2009

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

United States v. Agripac, Inc.	8	OCAHO	1028	1999
United States v. Fairfield Jersey, Inc.	9	OCAHO	1069	2001
United States v. Workrite Uniform Company, Inc.	5	OCAHO	755	1995

OFFICE OF SPECIAL COUNSEL/IMMIGRANT AND EMPLOYEE RIGHTS SECTION

Subpoena

In re Investigation of ABM Industries, Subpoena	5	OCAHO	763	1995
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO	751	1995
In re Investigation of Miccosukee Resort	9	OCAHO	1114	2004
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Investigations on OSC/IER's Own Initiative May Occur Where There Is No Underlying Charge

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OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

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Plain reading of OCAHO Rules Does Not Divest OSC of Authority to File Complaint Based on Referral

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Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

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Information Not Officially Noticed May Be Admissible Under General Evidentiary Standards

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Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

Order Denying Motion for Sanction of Dismissal

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022

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Order Denying Motion for Sanctions

Zaji Obatala Zajradhara v, CL Corporation	16	OCAHO	1429	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022

Order Denying Motion for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400b	2022

Order Denying Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
	13	OCAHO	1332j	2021
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	OCAHO	1359a	2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

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Order Denying Motion to Approve Subpoena

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Order Denying Motion to Compel

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

14 OCAHO 1360 2020

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385b	2021
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375g	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

ORDER(S)

Order Denying Motion to Compel With Respect to Overbroad and Vague Discovery Request

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022

Order Denying Motion to Enforce

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

Order Denying Motion to Extend Discovery Timeframe

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

ORDER(S)

Order Denying Motion to Request Waiver of Naturalization Application Requirements

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400c 2022

Order Denying Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Order Denying Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Order Denying Opposition to Motion as Moot

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426b 2022

ORDER(S)

Order Denying Party's Motion to Proceed Anonymously

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

Order Denying Request for Disclosure of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Order Denying Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Order Directing Complainant to Confirm Respondent's Current Address

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

ORDER(S)

Order Directing Complainant to Execute Service of Process

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

Order Directing Parties to OCAHO's Practice Manual

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

Order Directing Party to Provide a Written Status Report

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

ORDER(S)

Order Directing Section 1324b Complainant to Provide Mailing Address For Respondent

Him Yeung v. Washington State Department of Licensing	17	OCAHO	1473	2023

Order Discharging Order to Show Cause for Status Report

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

ORDER(S)

Order Disclosing Ex Parte Communication

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

Order Disclosing Ex Parte Filing

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022

Order Dismissing Request for Hearing Based on Abandonment

United States v. Milwhite, Inc.	17	OCAHO	1469a	2023

United States v. Patmo Concrete LLC	17	OCAHO	1448b	2022
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022

ORDER(S)

Order Entering Default Judgment on Liability

United States v. Commander Produce, LLC	16	OCAHO	1428c	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

Order Extending Discovery Deadline

R.S. v. NVIDIA Corp.	17	OCAHO	1450a	2022

Order for Prehearing Statements

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460a 2022

United States v. Pita Pit Bakery, LLC 13 OCAHO 1339 2020

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Order for Status Report

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Order Granting Complainant's Motion to Dismiss

Sanhjeshni Lata Hussain v. Amazon Web Services, Inc. 17 OCAHO 1453 2022

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Order Granting Extension of Time to File Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

ORDER(S)

Order Granting Extension of Time to File Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Order Granting Extension of Time to File Reply to Answer to Complaint

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

Order Granting Extension of Time to Respond to Order to Show Cause

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

ORDER(S)

Order Granting Extension of Time to Supplement Discovery

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Order Granting in Part and Denying in Part Motion to Compel Discovery

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Order Granting in Part Motion for Summary Decision

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Order Granting Joint Motion to Dismiss Based on Settlement

Daniela Violante v. The Giant Food Company	17	OCAHO	1458	2022
United States v. El Vajio, LLC	17	OCAHO	1466	2022
United States v. Facebook, Inc.	14	OCAHO	1386f	2021
United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
	17	OCAHO	1455	2022
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425b	2022

ORDER(S)

Order Granting Leave to Amend Complaint

United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

ORDER(S)

Order Granting Motion for Entry of Protective Order

United States v. Facebook, Inc.	14	OCAHO	1386d	2021

Order Granting Motion for Extension of Time to File Dispositive Motions

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446a	2023

ORDER(S)

Order Granting Motion for Leave to Amend Certificate of Service

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Order Granting Motion for Leave to Amend Complaint

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446 2022

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394a 2021

Order Granting Motion for Leave to File a Reply

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Steven Brown et al. v. Pilgrim's Pride Corporation 14 OCAHO 1379b 2022

ORDER(S)

Order Granting Motion for Summary Decision

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

Order Granting Motion Requesting Copy of Answer

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

Order Granting Motion to Compel

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

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

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

United States v. JR Contractors, Inc. 15 OCAHO 1406 2021

ORDER(S)

Order Granting Motion to Correct the Record

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

Order Granting Motion to Supplement Motion to Dismiss

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414c 2022

Order Granting Oral Motion

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Order Granting Request for Continuance of Prehearing Conference

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

ORDER(S)

Order Granting Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375c 2021

Order Granting Request to Extend Discovery Period

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

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

14 OCAHO 1381i 2021

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

ORDER(S)

Order Granting Withdrawal of Counsel

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Order Imposing Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375g 2022

Order Imposing Sanction Assuming Discovery Responses Would Be Adverse to Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

ORDER(S)

Order Issuing Stay of Proceedings

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc	15	OCAHO	1388g	2022
Cassandra Monty v. USA2Go Quick Stores	16	OCAHO	1443	2022
Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Robert Heath v. Amazee Global Ventures	16	OCAHO	1433a	2022
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385d	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395c	2022
	15	OCAHO	1395b	2022
Robert Heath v. Government System Technologies, Inc.	16	OCAHO	1437a	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Infosoft Solutions	16	OCAHO	1447	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

ORDER(S)

Order Issuing Stay of Proceesings

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

Order Memorializing Prehearing Conference

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Y.Y. v. Zuora 15 OCAHO 1402b 2022

ORDER(S)

Order Modifying Case Schedule

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

Order Not Considering Sur-reply Filed in Derogation of OCAHO Rules

Degaonkar v. Infosys Ltd. 15 OCAHO 1393 2021

Order of Inquiry

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

Prakash Sinha v. Infosys 14 OCAHO 1373 2020

Robert Heath v. Ancile, Inc. 15 OCAHO 1411 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

ORDER(S)

Order on Cross-Motions for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Order Permitting ICE to File Supplemental Evidence on Violation Date to Meet Burden on Penalties

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

Order Permitting Party to File Supplemental Brief With Evidence on Damages

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

ORDER(S)

Order Providing Notice of Apparent Death of a Party

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395c 2022

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Order Providing Notice to Party's Successor in Interest

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

ORDER(S)

Order Providing Parties With Updated Case Schedule

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Order Rejecting Filing Submitted by Email When Case Was Not Enrolled in Electronic Filing

United States v. Chinese Back Rub d/b/a Chinese Massage 16 OCAHO 1424 2022

Order Rejecting Oral Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375d 2022

ORDER(S)

Order Rejecting Submission Lacking Certificate of Service

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

Order Rejecting Unclear Submission

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388e 2021

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

Order Requiring Complainant to Submit Filing Status Stating Whether Complainant Intends to Continue Case

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

ORDER(S)

Order Requiring Filing of Amended Answer

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

Order Requiring Filing of Notice of Appearance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

ORDER(S)

Order Requiring Parties to Submit Status Report Describing Attempts to Meet and Confer

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

Order Retroactively Granting Extension of Time to Respond to Discovery

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

ORDER(S)

Order Seeking Supplemental Briefing From Parties on Whether to Construe Complaint as Amended

R.S. v. Lattice Semiconductor 14 OCAHO 1362c 2022

Order Seeking Supplemental Briefing From the Parties

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

R.S. v. Lattice Semiconductor 14 OCAHO 1362c 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427b 2022

Order Setting Case Schedule

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

Order Setting Initial Prehearing Conference

Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. Sal's Lounge	15	OCAHO	1394c	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402a	2022

ORDER(S)

Order Starting 90-Day Window to File a Motion to Substitute Under Rule 25 of FRCP

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418d	2023
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419c	2023

Order Striking Amended Complaint

United States v. Sal's Lounge	15	OCAHO	1394	2021

ORDER(S)

Order Summarizing Prehearing Conference

United States v. Facebook, Inc.	14	OCAHO	1386e	2021
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375c	2021
	14	OCAHO	1375d	2022

Order Taking Official Notice

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418d	2023
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419c	2023

Order Taking Official Notice of Public Record Document

Robert Heath v. Ancile, Inc.	15	OCAHO	1411b	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413d	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410d	2022

ORDER(S)

Order to Show Cause for Failure to File a Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC	16	OCAHO	1432	2022

Order to Show Cause For Failure to File Answer

Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419	2022

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407a	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Sal's Lounge	15	OCAHO	1394b	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

ORDER(S)

Order to Show Cause for Failure to Respond to Order

United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407a	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022

ORDER(S)

Order to Show Cause for Status Report

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. Niha Technologies	16	OCAHO	1427a	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421a	2022
Robert Paul Heath v. Tringapps	15	OCAHO	1410c	2022

Order to Show Cause for Untimely Answer

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022

Order to Show Cause for Untimely Filing Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC 16 OCAHO 1432 2022

ORDER(S)

Order to Show Cause on Jurisdiction

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Order to Show Cause Regarding Subpoenas

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Order to Show Cause to Amicus Curiae for Failure to Seek Leave of ALJ to File Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

ORDER(S)

Order to Show Cause to Complainant Regarding Amended Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423a 2022

Order to Show Cause Why Claim Should Not Be Dismissed for Lack of Subject Matter Jurisdiction

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Order to Show Cause Why Complaint Should Not Be Dismissed

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Order to Show Cause Why Request for Hearing Should Not Be Dismissed

United States v. Commander Produce, LLC 16 OCAHO 1428a 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416 2022

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407a 2022

United States v. Sal's Lounge 15 OCAHO 1394b 2022

ORDER(S)

Order Vacating Case Schedule and Deadlines

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Order Vacating Prehearing Conference and Hearing Dates

Cassandra Monty v. USA2Go Quick Stores 16 OCAHO 1443 2022

Order(s)

Elizabeth A. Kalil v. Utica City School District 9 OCAHO 1101 2003

ORDER(S)

Party Ordered to Indicate Intent to Continue Pursuing Litigation

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413c	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022

Prehearing

United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998

Protective Order(s)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994

Gabriel Niyi Adepitan v. United States Postal Service	3	OCAHO	416	1991
In re Investigation of ABM Industries, Subpoena	5	OCAHO	763	1995
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	OCAHO	415	1991
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	450	1992
Leonid Naginsky v. Department of Defense	5	OCAHO	813	1995
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385a	2021
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2020
United States v. Agripac, Inc.	8	OCAHO	1012	1998
United States v. Alberta Sosa, Inc.	5	OCAHO	731	1995
United States v. Chancery Staffing Solutions, LLC et al.	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
United States v. Facebook, Inc.	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
United States v. Guardsmark	4	OCAHO	614	1994
United States v. Harris Ranch Beef Company	2	OCAHO	302	1991
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	OCAHO	119	1989
United States v. R & C Tours (Guam), Inc.	2	OCAHO	393	1989

United States v. Roberto C. Davila	6	OCAHO	902	1996
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	555	1993
United States v. San Diego Semiconductors, Inc.	1	OCAHO	180	1990
United States v. Tuttle's Design Build, Inc.	3	OCAHO	422	1992
United States v. William D. Clark d/b/a Tidwell Medical Center	5	OCAHO	771	1995

ORDER(S)

Reconsideration

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381l	2021
A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381e	2021
	14	OCAHO	1381b	2021
United States v. Alberto Noriega-Perez	5	OCAHO	811	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003
United States v. Workrite Uniform Company, Inc.	5	OCAHO	755	1995
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363d	2021
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423d	2023

ORDER(S)

Request for Attorney Fees Denied as Premature

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

Request for Attorney Fees for Motion to Compel Denied as Premature

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

Restraining

Anthony F. Lundy v. OOCL, Inc. 1 OCAHO 215 1990

1 OCAHO 196 1990

Revocation of Electronic Filing Privileges

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

ORDER(S)

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	OCAHO	251	1990
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
Jairo Diaz v. Canteen Corporation	2	OCAHO	332	1991
Jose Proto Alcaraz v. General Motors Corporation	7	OCAHO	962	1997
Lazaro Antonio Arrieta v. Michigan Employment Security Commission	3	OCAHO	471	1992
Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)	3	OCAHO	508	1993
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO	519	1993
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
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
Stephen A. Lewis v. Ogden Services	2	OCAHO	375	1991
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
Troncoso v. Ferlin Service Industries	1	OCAHO	110	1989

United States v. Abel Galvez-Malgarejo	4	OCAHO	684	1994
United States v. Armando Alvarez-Suarez	4	OCAHO	699	1994
	4	OCAHO	655	1994
United States v. Auburn University	4	OCAHO	658	1994
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. Commander Produce, LLC	16	OCAHO	1428a	2022
United States v. Diamond Construction, Inc.	3	OCAHO	451	1992
United States v. Elena Finishing, Inc.	1	OCAHO	132	1990
United States v. Ferrantino Fuel Corp.	13	OCAHO	1335	2020
United States v. Flat Knitting Mills Company, Inc.	2	OCAHO	317	1991
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	681	1994
United States v. John Morales d/b/a Riverside Insulation	1	OCAHO	197	1990
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant	3	OCAHO	544	1993
United States v. McDonnell Douglas Corporation	4	OCAHO	616	1994
United States v. Mireya Pedraza-Guzman	5	OCAHO	792	1995

United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407a	2022
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	292	1991
	2	OCAHO	318	1991
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Redi-Cut Foods, Inc.	4	OCAHO	659	1994
United States v. Sal's Lounge	15	OCAHO	1394b	2022
United States v. Sea Dart Trading Corporation	2	OCAHO	336	1991
United States v. South Bay Auto Detail	1	OCAHO	68	1989
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	OCAHO	634	1994
United States v. Zeferino Castillo, Individually	3	OCAHO	505	1993
United States v. Ziagul Zekreya	4	OCAHO	683	1994
	4	OCAHO	677	1994
Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC	16	OCAHO	1432	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

ORDER(S)

Status Report

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022

ORDER(S)

Summary Decision

Armando Huberth Crespo v. FAMSA, Inc.	13	OCAHO	1337	2019
Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Daniel Joseph Bendig v. Conoco, Inc.	9	OCAHO	1077	2001
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

ORDER(S)

Supplemental

United States v. Big Bear Market	1	OCAHO	49	1989
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1098	2003

Unpublished

United States v. Workrite Uniform Company, Inc. 5 OCAHO 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 OCAHO 1355 2020

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

Accrual Date of a Paperwork Violation Depends on the Specific Violation

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Admission(s)

United States v. DJ Drywall, Inc. 10 OCAHO 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 OCAHO 965 1997

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Affirmative Defense(s)

United States v. Barnett Taylor, LLC, d/b/a Burger King 10 OCAHO 1155 2012

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

Calculating the Date a Timeliness Paperwork Violation Occurred

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Cease and Desist

United States v. Torres Mexican Food, Inc. 4 OCAHO 596 1994

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Cease and Desist Order Inapplicable to Paperwork Violations

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant	15	OCAHO	1403	2021

Civil Money Penalty

United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. Davis Nursery, Inc.	4	OCAHO	694	1994
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. El Azteca Dunkirk, Inc.	10	OCAHO	1172	2013
United States v. El Paso Hospitality, Inc.	5	OCAHO	737	1995
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
	5	OCAHO	817	1995

United States v. Great Bend Packing Company	6	OCAHO	835	1996
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	2011
United States v. Irma Hernandez	8	OCAHO	1043	2000
United States v. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	2011
United States v. La Hacienda Mexican Café	10	OCAHO	1167	2013
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	OCAHO	1013	1998
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
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. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. Taste of China	10	OCAHO	1164	2013

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Civil Penalties

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

Completion

United States v. Big Bear Market	1	OCAHO	48	1989
United States v. Boo Bears Den	1	OCAHO	71	1989
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
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 China Buffet Restaurant	10	OCAHO	1133	2010

Completion of I-9 after Notice of Inspection

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

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

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

Compliance

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

Continuing Violation(s)

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

United States v. Executive Cleaning Services of Long Island, Ltd.	13	OCAHO	1314	2018
United States v. R2M2 Rebar & Stressing, Inc.	14	OCAHO	1357	2020
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO	940	1997
United States v. Visiontron Corp.	13	OCAHO	1348	2020
United States v. WSC Plumbing, Inc.	9	OCAHO	1071	2001
United States v. WSC Plumbing, Inc.	9	OCAHO	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; Office of the Chief Administrative Hearing Officer	10	OCAHO	1201	2013
United States v. A&J Kyoto Japanese Restaurant, Inc.	10	OCAHO	1186	2013
United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Copying Verification Documents

United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
United States v. Seven Elephants Distributing Corp.	10	OCAHO	1173	2013

Creation of False Section 2 Attestations Is Substantive Violation

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

Default

United States v. Alliance Construction, Inc.	7	OCAHO	983	1998

Defense(s)

United States v. Alberta Sosa, Inc.	4	OCAHO	720	1994
United States v. Anthony Borrelli and Sons, Inc.	8	OCAHO	1027	1999
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO	723	1995
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Davis Nursery, Inc.	4	OCAHO	694	1994
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO	592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Manuel Orozco-Minjares	4	OCAHO	606	1994
United States v. Northern Michigan Fruit Company	4	OCAHO	667	1994
United States v. Onion River Sports, Inc.	4	OCAHO	673	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	1993
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998

United States v. WSC Plumbing, Inc. 9 OCAHO 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 OCAHO 1275 2016

12 OCAHO 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 OCAHO 1255 2015

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

11 OCAHO 1247 2015

United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC 11 OCAHO 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 13 OCAHO 1327 2019

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Employee's Failure to Complete Citizenship Attestation Constitutes Serious Substantive Violation

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

Employees Must Attest to Specific Category of Employment 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-9s 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-9

United States v. Cawoods Produce, Inc.	12 OCAHO	1280	2016
United States v. Edgemont Group, LLC	17 OCAHO	1470	2022
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 Within 3 Business Days of Employee's First Day of Work

United States v. Edgemont Group, LLC	17 OCAHO	1470	2022
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 Signs Form I-9 Section 1 On Date of Hire

United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Employer Must Reverify An Employee's Expired Employment Authorization on Section 3 of Form 1-9

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355	2020

Employer Responsibility

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. Cafe Camino Real, Inc.	2	OCAHO	307	1991

United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. El Paso Hospitality, Inc.	5	OCAHO	737	1995
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. Giamblis Enterprises	5	OCAHO	817	1995
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO	627	1994
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	1994
United States v. Karnival Fashion, Inc.	5	OCAHO	769	1995
United States v. Manuel Orozco-Minjares	4	OCAHO	606	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	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	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 1995

United States v. Wood 'N Stuff 3 OCAHO 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 Industrial 12 OCAHO 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 OCAHO 1214 2014

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 OCAHO 1338 2020

United States v. Golf International d/b/a Desert Canyon Golf	11	OCAHO	1222	2014
United States v. Kenneth McPeek Racing Stables, Inc.	11	OCAHO	1249	2015
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	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	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. 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. 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. Pegasus Family Restaurant, Inc.	12	OCAHO	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. Edgemont Group, LLC	17	OCAHO	1470	2022
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

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. 11 OCAHO 1223 2014

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

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

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

Failure to Complete I-9 Within Three Business Days

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc. 10 OCAHO 1174 2013

United States v. Anodizing Industries, Inc. 10 OCAHO 1184 2013

United States v. Modern Disposal Incorporated	10	OCAHO	1175	2013
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	OCAHO	1192	2013
United States v. Pharaoh's Gentleman's Club, Inc.	10	OCAHO	1189	2013

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. Kenneth McPeek Racing Stables, Inc.	11	OCAHO	1249	2015
United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	2013
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. Visiontron Corp.	13	OCAHO	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 Waffles	12	OCAHO	1281	2016
United States v. Executive Cleaning Services of Long Island, Ltd.	13	OCAHO	1314	2018
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016

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	1255	2015
United States v. Horno MSJ, Ltd., Company	11	OCAHO	1247	2015
	11	OCAHO	1247	2015

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

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016
United States v. Hartmann Studios, Inc.	11	OCAHO	1255	2015
United States v. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Ensure Employee Signs Form I-9 Section 1 is a Substantive Failure

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

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

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

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

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

Failure to Prepare

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

United States v. LFW Dairy Corporation 10 OCAHO 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
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. Visiontron Corp.	13	OCAHO	1348	2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

United States v. Clean Sweep Janitor Service	11	OCAHO	1226	2014
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. Keegan Varitey, LLC	11	OCAHO	1238	2014
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

Failure to Prepare Forms I-9

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. R2M2 Rebar & Stressing, Inc.	14	OCAHO	1357	2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Prepare I-9 Among Most Serious Paperwork Violations

United States v. Kenneth McPeek Racing Stables, Inc.	11	OCAHO	1249	2015
United States v. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

Failure to Present a Form I-9 Is A Substantive Violation

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Present Forms I-9 Within Three Days of Government's Request

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

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

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

Failure to Present Timely Prepared I-9 Forms is a Serious Violation

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

United States v. Kenneth McPeek Racing Stables, Inc. 11 OCAHO 1249 2015

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

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

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Properly Complete Employer Verification in Section 2 Constitutes Substantive Violation

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

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

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

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

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

11 OCAHO 1247 2015

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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 OCAHO 1222 2014

United States v. Kenneth McPeek Racing Stables, Inc. 11 OCAHO 1249 2015

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

United States v. New Outlook Homecare, LLC 10 OCAHO 1210 2014

Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation

Generally

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

11 OCAHO 1247 2015

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

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

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation

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

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. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 2013

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro 10 OCAHO 1206 2013

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Timely Submit Forms I-9 to ICE Cannot be Corrected Through Good Faith Exception

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

Form I-9

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

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

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

Form I-9 Section 2 Is the Heart of the Employment Eligibility Verification Process

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

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

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

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

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

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

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

Generally

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	OCAHO	679	1994
United States v. Business Teleconsultants, Ltd.	3	OCAHO	565	1993
	3	OCAHO	536	1993
United States v. Cafe Camino Real, Inc.	2	OCAHO	307	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO	369	1991
	3	OCAHO	467	1992
United States v. Christie Automotive Products	2	OCAHO	361	1991
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	67	1989
United States v. Curran Engineering Company, Inc.	7	OCAHO	975	1997

United States v. David Day d/b/a David Day Masonry	3	OCAHO	575	1993
United States v. Diamond Construction, Inc.	3	OCAHO	456	1992
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
	1	OCAHO	242	1990
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	OCAHO	342	1991
United States v. Ebrahim Banafsheha	3	OCAHO	525	1993
	3	OCAHO	525	1993
	3	OCAHO	525	1993
	3	OCAHO	525	1993
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	1992
United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	OCAHO	554	1993
	3	OCAHO	554	1993
	3	OCAHO	554	1993
	3	OCAHO	554	1993
United States v. Elder Jerez d/b/a Green Scaping	3	OCAHO	420	1992
United States v. Felipe, Inc.	1	OCAHO	93	1989

United States v. Four Seasons Earthworks, Inc.	10	OCAHO	1150	2012
United States v. Gerald Hollendorfer	1	OCAHO	175	1990
United States v. Giamblis Enterprises	5	OCAHO	817	1995
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO	321	1991
United States v. Hilario Rodriguez, Jr.	1	OCAHO	276	1990
United States v. Honeybake Farms, Inc.	2	OCAHO	311	1991
United States v. Interdynamics, Inc.	3	OCAHO	433	1992
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	260	1990
	1	OCAHO	264	1990
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
United States v. Juan V. Acevedo	1	OCAHO	95	1989
United States v. Kangaroo Express of Pueblo	3	OCAHO	581	1993
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	1991
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO	166	1990
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	1991

United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	1992
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
United States v. Mario Saikhon, Inc.	1	OCAHO	279	1990
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	OCAHO	154	1990
United States v. Minaco Fashions, Inc.	3	OCAHO	587	1993
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	518	1993
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	1992
United States v. Oscar Chacon, Sr.	3	OCAHO	578	1993
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	541	1993
United States v. PPJV, Inc. d/b/a Publishers Press	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. Robert Watson d/b/a North State Tile Company	1	OCAHO	253	1990
United States v. Ronning Landscaping, Inc.	10	OCAHO	1149	2012

United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	492	1993
United States v. SDI Industries, Inc.	3	OCAHO	465	1992
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO	509	1993
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996
United States v. South Masonry Fencing Company	1	OCAHO	4	1988
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	563	1993
	3	OCAHO	533	1993
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Good Faith Compliance

Technical or Procedural Verification Failures

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Government Refusal of Documents Deprived Employer of Opportunity to Correct Technical Violations

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

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 OCAHO 1239 2014

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

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. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

I-9 Retention Requirement for Former Employees

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

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

United States v. March Construction, Inc. 10 OCAHO 1158 2012

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

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

I-9s To Be Examined Are Those Presented in Response to NOI, Not I-9s Produced Thereafter

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

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 2015

Ignorance of Statutory Requirements

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. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Onion River Sports, Inc.	4	OCAHO	673	1994

PAPERWORK REQUIREMENT (S)/VIOLATION(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	OCAHO	1290	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016

Lack of Issuing Authority for a Driver's License in Section 2 is a Substantive Violation

Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer	10	OCAHO	1201	2013

Liability

United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. March Construction, Inc.	10	OCAHO	1158	2012
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. Onion River Sports, Inc.	4	OCAHO	673	1994
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	1996

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Location

United States v. Dubois Farms, Inc.	2	OCAHO	376	1991
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	1991

Mere Failure to Date I-9 Employer Attestation is Technical or Procedural

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature

United States v. Agri-Systems d/b/a ASI Industrial 12 OCAHO 1301 2017

Mitigation

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 1994

United States v. Alberta Sosa, Inc. 6 OCAHO 831 1996

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant 5 OCAHO 729 1995

United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 1994

United States v. David Jenkins 5 OCAHO 743 1995

United States v. Davis Nursery, Inc. 4 OCAHO 694 1994

United States v. Draper-King Cole, Inc. 7 OCAHO 933 1997

7 OCAHO 933 1997

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. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Mesabi Bituminous, Inc.	5	OCAHO	801	1995
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	1994
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. Union Lakeville Corporation	8	OCAHO	1019	1998
United States v. Zip City Partner, L.P. d/b/a Zip City Brewing	7	OCAHO	965	1997

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Most Paperwork Violations are Continuing Violations Until Cured or Until Retention Period Expires

United States v. R2M2 Rebar & Stressing, Inc.	14	OCAHO	1357	2020

Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires

United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Executive Cleaning Services of Long Island, Ltd.	13	OCAHO	1314	2018
United States v. Visiontron Corp.	13	OCAHO	1348	2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached

United States v. Golf International d/b/a Desert Canyon Golf	10	OCAHO	1214	2014

No Substitute for Proper Completion of Form I-9

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

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Paperwork Violation Involving Failure to Complete Section 1 or 2 Continues Until Corrected

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

Paperwork Violations for Failure to Timely Prepare a Form I-9 Cannot Be Cured

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Person Who Signs Attestation Must Be Same Person Who Examines Employee's Original Documents

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

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

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Retention Requirement for Former Employees

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

Reverification of Expired Employment Authorization Must Occur No Later Than Date of Expiration

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

Rules for Completion of I-9 for Employee Who Works Fewer Than Three Business Days

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 2014

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Section 2 - Expired Documents

United States v. Silverado Stages, Inc. 10 OCAHO 1182 2013

Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Statute of Limitations

United States v. Naim Ojeil & Samoeil Ishk 7 OCAHO 984 1998

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Systematically Executing False Attestations in Section 2 Is Very Serious Violation

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

The Longer the Delay In Preparing a Form I-9, The More Serious the Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

Timeliness Paperwork Violations Cannot Be Cured

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Timeliness Violations "Frozen in Time" At Point When I-9 Is Not Completed by the Date Required

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Untimely Filing

United States v. Naim Ojeil & Samoeil Ishk 7 OCAHO 984 1998

Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection

Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer 10 OCAHO 1201 2013

Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

United States v. Durable, Inc. 11 OCAHO 1231 2014

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Violation Is Serious If It Undercuts Effectiveness of Prohibition on Hiring Unauthorized Aliens

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

PARTIES

All Parties Are Expected to Comply With Rules and Orders

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

All Persons in OCAHO Proceedings Are Expected to Act With Integrity and in an Ethical Manner

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Class Action

Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1097	2003
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO	156	1990
Joan A. Lardy v. United Airlines, Inc.	6	OCAHO	843	1996
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

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418	2022
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	OCAHO	1135	2010
United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation	3	OCAHO	407	1992

PARTIES

Court Provided a Copy of the Answer to the Complainant As a Courtesy

United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454a	2022

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

Hearing(s)

Hernandez v. Farley Candy Company 5 OCAHO 781 1995

PARTIES

In Litigation, General Presumption Is That Parties Must Use Their Real Names

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

Individual Capacity

Howard Eugene McNier v. San Francisco State University College of Business 8 OCAHO 1030 1999

Mr. Doron Tal v. M. L. Energia, Inc. 4 OCAHO 639 1994

Interpleader of DHS Unwarranted in Case Under 8 U.S.C. Section 1324b

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Intervenor

Hernandez v. Farley Candy Company 5 OCAHO 810 1995

PARTIES

Order Providing Notice to Party's Successor in Interest

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

Party Ordered to Indicate Intent to Continue Pursuing Litigation

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

PARTIES

Party Seeking Anonymity Must Show Why It Is Necessary to Protect From Particularized Harm

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

Party Sought to Proceed Anonmymously in OCAHO Case

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

Permissive Joinder

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

United States v. Ronning Landscaping, Inc. 10 OCAHO 1149 2012

United States v. WSC Plumbing, Inc. 8 OCAHO 1045 2000

Potential Substitution of a Party

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

PARTIES

Potential Substitution of Party

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

16 OCAHO 1418d 2023

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

15 OCAHO 1413c 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427b 2022

16 OCAHO 1427c 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

16 OCAHO 1419c 2023

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

PARTIES

Prevailing

Michael Williamson v. Autorama, Inc.	1	OCAHO	174	1990
United States v. Auburn University	4	OCAHO	688	1994

Previous Settlement Between Parties

A.S. v. Neiman Marcus Group	13	OCAHO	1323	2020

Settlement

A.S. v. Discover Financial Services, LLC	12	OCAHO	1292	2016
Azia Aityahia v. Sabena Airline Training Center, Inc.	9	OCAHO	1122	2006
United States v. California Mantel, Inc.	10	OCAHO	1168	2013
United States v. New Mexico State Fair	6	OCAHO	898	1996

PARTIES

Stipulation

Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.	1	OCAHO	160	1990
United States v. McDonnell Douglas Corporation	2	OCAHO	380	1991

Subpoena

Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363b	2020

Substitution of Parties

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418d	2023
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427c	2022
Robert Paul Heath v. Tech Global Systems, Inc.	16	OCAHO	1419c	2023

PARTIES

Successorship Liability

Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	OCAHO	1291	2016

Union(s)

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	600	1994
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	OCAHO	107	1989

Unnamed or Fictitiously-named Respondent

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
	14	OCAHO	1368a	2020

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

PARTIES

Upon Determination That Party Is Deceased, Notice Must Be Given to Successor in Interest

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

PATTERN OR PRACTICE

Civil Money Penalty

United States v. Fairfield Jersey, Inc. 9 OCAHO 1069 2001

United States v. Pancho's Mexican Buffet, Inc. 4 OCAHO 632 1994

Document Abuse

United States v. Mar-Jac Poultry, Inc.	10	OCAHO	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	1995

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 OCAHO 601 1994

United States v. Zabala Vineyards 6 OCAHO 830 1995

Proof

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 601 1994

PENALTIES

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. 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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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 Good Faith

United States v. Visiontron Corp.	13	OCAHO	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	OCAHO	1281	2016
United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	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	OCAHO	1280	2016
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016

Aggravation

United States v. Seven Elephants Distributing Corp.	10	OCAHO	1173	2013

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc.	12	OCAHO	1296	2017
United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. 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	OCAHO	1286	2016
United States v. Keegan Varitey, LLC	11	OCAHO	1238	2014
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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
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

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

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

PENALTIES

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Durable, Inc. 11 OCAHO 1231 2014

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

ALJ Is Not Bound by ICE's Method of Calculating Penalties

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

PENALTIES

ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Visiontron Corp.	13	OCAHO	1348	2020

ALJ May Not Assess Penalties Above Maximum Permitted 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

ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc.	11	OCAHO	1231	2014
United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
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

PENALTIES

Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States of America v. Danielle Messineo	14	OCAHO	1367	2020
United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
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. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021
United States v. Visiontron Corp.	13	OCAHO	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	OCAHO	1286	2016

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. Liberty Packaging, Inc.	11	OCAHO	1245	2015

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 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 OCAHO 1231 2014

United States v. Romans Racing Stables, Inc. 11 OCAHO 1232 2014

Challenge to ICE Formula Inapposite Where Final Penalty Arrived at Independently by ALJ

United States v. M & D Masonry 10 OCAHO 1215 2014

Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

PENALTIES

Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 2014

Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 2015

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 2015

Date of Penalty Assessment for Section 1324b Case is Date of Court Order Imposing Civil Penalties

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Date of Penalty Assessment Is The Date ICE Serves the Notice of Intent to Fine

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill	13	OCAHO	1338	2020
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021
United States v. Visiontron Corp.	13	OCAHO	1348	2020

PENALTIES

Difference in Seriousness of Violations May Be Reflected in the Final Penalty

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. 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. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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

PENALTIES

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

Document Fraud

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Double Jeopardy

United States v. Alberto Noriega-Perez 6 OCAHO 859 1996

Draining Funds From Business Before Civil Penalty Undercuts Ability to Pay

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

PENALTIES

Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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 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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

PENALTIES

Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations

United States v. SKZ Harvesting, Inc. 11 OCAHO 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

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

PENALTIES

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 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

PENALTIES

Excessive Money Penalties

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 2014

Factors

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. Keegan Varitey, LLC 11 OCAHO 1238 2014

United States v. Kobe Sapporo Japanese, Inc. 10 OCAHO 1204 2013

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet 10 OCAHO 1192 2013

United States v. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 2013

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro 10 OCAHO 1206 2013

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant 10 OCAHO 1208 2014

Failure to Complete I-9 Within Three Business Days is Serious Violation

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

PENALTIES

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

United States v. Durable, Inc. 11 OCAHO 1231 2014

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

Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

United States v. Visiontron Corp. 13 OCAHO 1348 2020

PENALTIES

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 OCAHO 1281 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. 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. Safe-Air of Illinois, Inc. 12 OCAHO 1270 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. Visiontron Corp. 13 OCAHO 1348 2020

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

PENALTIES

Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form

United States v. Golden Employment Group, Inc. 12 OCAHO 1277 2016

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Failure to Prepare I-9 Among Most Serious Paperwork Violations

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 2014

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 2015

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 2014

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

PENALTIES

Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Romans Racing Stables, Inc. 11 OCAHO 1232 2014

Failure to Timely Prepare Form I-9 Is A Serious Violation

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

PENALTIES

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

Generally

United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing 3 OCAHO 494 1993

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

United States v. Business Teleconsultants, Ltd. 3 OCAHO 565 1993

United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. David Day d/b/a David Day Masonry	3	OCAHO	575	1993
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO	591	1993
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	1993
United States v. Gloria Fashions, Inc.	6	OCAHO	887	1996
United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	2011
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. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	2011
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO	479	1992
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO	712	1994
United States v. Landscapes By Susanna	3	OCAHO	556	1993
	3	OCAHO	556	1993
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	1993
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997

United States v. Minaco Fashions, Inc.	3	OCAHO	587	1993
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. New China Buffet Restaurant	10	OCAHO	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. Oscar Eduardo Villatoro-Guzman	4	OCAHO	652	1994
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 Landscape Management	3	OCAHO	559	1993
	3	OCAHO	559	1993
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. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO	509	1993
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994
United States v. Wood 'N Stuff	3	OCAHO	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	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. Hartmann Studios, Inc.	11	OCAHO	1255	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. 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. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Visiontron Corp.	13	OCAHO	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
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	OCAHO	1013	1998

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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	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. 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. Imacuclean Cleaning Services, LLC	13	OCAHO	1327	2019
United States v. Keegan Varitey, LLC	11	OCAHO	1238	2014
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. Visiontron Corp.	13	OCAHO	1348	2020

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
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
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

PENALTIES

Government Bears the Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

PENALTIES

Government Must Prove Aggravating Factor by Preponderance 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. Commander Produce, LLC	16	OCAHO	1428c	2022
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. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022

PENALTIES

High Compliance Rate May Be Evidence of Good Faith

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020

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	OCAHO	1296	2017

United States v. Golden Employment Group, Inc.	12	OCAHO	1277	2016
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	2015
United States v. 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. Keegan Varitey, LLC	11	OCAHO	1238	2014
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

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	OCAHO	1008	1998
United States v. Occupational Resource Management, Inc.	10	OCAHO	1166	2013

PENALTIES

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

United States v. Foothill Packing, Inc.	11	OCAHO	1240	2015
United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014

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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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

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	OCAHO	1249	2015

Mitigation

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	758	1995
United States v. Central Nebraska Packing, Inc.	4	OCAHO	714	1994
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	803	1995
United States v. David Jenkins	5	OCAHO	743	1995
United States v. Draper-King Cole, Inc.	7	OCAHO	933	1997
	7	OCAHO	933	1997
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO	592	1994
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO	756	1995
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	1995
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	OCAHO	1013	1998
United States v. Orlando Diaz-Rosas	4	OCAHO	702	1994
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO	652	1994
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	OCAHO	637	1994
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	1995
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	1994

United States v. Tri-Component Product Corporation	6	OCAHO	853	1996
United States v. Williams Produce, Inc.	5	OCAHO	730	1995

PENALTIES

Non-Statutory Factor Considered As Matter of Equity

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	OCAHO	1244	2015
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	2015
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016

PENALTIES

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

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. Romans Racing Stables, Inc.	11	OCAHO	1230	2014

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. Commander Produce, LLC	16	OCAHO	1428c	2022
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. Koy Chinese & Sushi Restaurant	16	OCAHO	1416a	2022
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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
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. Visiontron Corp.	13	OCAHO	1348	2020
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

PENALTIES

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 May Examine ICE Fine de novo

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Order Imposing Civil Penalty in Section 1324b Case

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

PENALTIES

Paperwork Requirement(s)/Violation(s)

United States v. Alberta Sosa, Inc.	6	OCAHO	831	1996
United States v. De Luca's Market	8	OCAHO	1039	1999
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. El Paso Hospitality, Inc.	5	OCAHO	737	1995
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	1994
United States v. Giamblis Enterprises	5	OCAHO	817	1995
United States v. Great Bend Packing Company	6	OCAHO	835	1996
United States v. Jonel, Inc.	8	OCAHO	1008	1998
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	1998
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. Onion River Sports, Inc.	4	OCAHO	673	1994
United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	1996
	6	OCAHO	832	1996
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998

PENALTIES

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	2015

PENALTIES

Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

Party Seeking Consideration of Equitable Factor Bears Burden of Presenting Supporting Evidence

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

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. 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. Keegan Varitey, LLC	11	OCAHO	1238	2014
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. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

PENALTIES

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor

United States v. Eriksmoen Cottages, Ltd.	14	OCAHO	1355a	2020
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

Penalties Near Maximum Should Be Reserved for Most 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	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	OCAHO	1319	2019
United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Kobe Sakura Japanese, Inc.	10	OCAHO	1205	2013
United States v. Kobe Sapporo Japanese, Inc.	10	OCAHO	1204	2013

United States v. M & D Masonry, Inc.	10	OCAHO	1211	2014
United States v. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. Pegasus Family Restaurant, Inc.	12	OCAHO	1293	2016
United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	OCAHO	1206	2013
United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
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

PENALTIES

Penalties Not Meant to Force Employers Out of Business or Result in Loss of Employment for Workers

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

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	OCAHO	1222	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

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 OCAHO 1293 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

PENALTIES

Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 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 1355a 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 1242 2015

Proportionality is Critical in Setting Penalties

United States v. Niche, Inc. 11 OCAHO 1250 2015

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

PENALTIES

Purpose is to Deter Repeat Violations and Encourage Others to Comply

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

Rate of Violations Is Not An Enumerated Factor But Can Be Considered In Assessing the Penalty

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Reasonableness Based On Record As Whole and Statutory Factors in Particular

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 2014

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

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

PENALTIES

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. 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. Golden Employment Group, Inc. 12 OCAHO 1277 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 2015

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. Mott Thoroughbred Stables, Inc.	11	OCAHO	1233	2014
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Niche, Inc.	11	OCAHO	1250	2015
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	2015
United States v. Visiontron Corp.	13	OCAHO	1348	2020

PENALTIES

Seriousness of Violation(s)

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10	OCAHO	1174	2013
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019

United States v. Jonel, Inc.	8	OCAHO	1008	1998
United States v. Monadnock Mountain Spring Water, Inc.	10	OCAHO	1193	2013
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	OCAHO	1013	1998
United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013
United States v. Taste of China	10	OCAHO	1164	2013

PENALTIES

Size of Business

United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
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. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo	10	OCAHO	1170	2013
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10	OCAHO	1178	2013
United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	OCAHO	1179	2013

PENALTIES

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

United States v. M & D Masonry 10 OCAHO 1215 2014

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Size of Business Is A Factor in Assessment of the Penalty

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

PENALTIES

Statute Does Not Prohibit Consideration of Unenumerated Factors

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 2014

Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

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. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	2014

PENALTIES

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	OCAHO	1268	2016
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. Kenneth McPeek Racing Stables, Inc.	11	OCAHO	1249	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
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015
United States v. Safe-Air of Illinois, Inc.	12	OCAHO	1270	2016
United States v. SKZ Harvesting, Inc.	11	OCAHO	1266	2016
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	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

PENALTIES

Statute Does Not Rule Out Consideration of Unenumerated Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO	1244	2015
United States v. Homestead Metal Recycling Corp.	11 OCAHO	1251	2015
United States v. Liberty Packaging, Inc.	11 OCAHO	1245	2015
United States v. Mott Thoroughbred Stables, Inc.	11 OCAHO	1233	2014
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO	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 OCAHO	1278	2016

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

United States v. Foothill Packing, Inc.	11 OCAHO	1240	2015

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

PENALTIES

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. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

PENALTIES

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

Under Section 1324, ALJ Must Impose Penalty for Each Document for Which a Violation is Found

United States v. Alma Delia Rubio-Reyes 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 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

PENALTIES

Weight of Each Statutory Factor Depends on Facts of Each Case

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. 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. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Keegan Varitey, LLC	11	OCAHO	1238	2014
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

PERSONS PROTECTED

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. 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

Alien(s)

Generally

Cecilia Araceli Basua v. Walmart #1554	3	OCAHO	549	1993
Esther Din Brooks v. KNK Textile	3	OCAHO	545	1993
	3	OCAHO	528	1993
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
Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994
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

PERSONS PROTECTED

Asylees

Zelleka Getahun v. Dupont Merck Pharmaceutical Company	6	OCAHO	880	1996

Citizen(s)

Daniel Bendig v. Conoco, Inc.	9	OCAHO	1065	2001
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
Esther Din Brooks v. KNK Textile	3	OCAHO	545	1993
Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	OCAHO	192	1990
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	189	1990
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Marian Ryba v. Temple Steel Company	1	OCAHO	289	1991
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Harris Ranch Beef Company	2	OCAHO	335	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. Southwest Marine Corporation, a California Corporation	2	OCAHO	400	1989

PERSONS PROTECTED

Complainant Must Be Protected Individual at Time of Alleged Citizenship Status Discrimination

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

PERSONS PROTECTED

Derivative Citizen

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

Document Abuse Claim Based on Citizenship Status May Be Raised Only By Protected Individuals

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 2019

Doris Rainwater v. Doctor's Hospice of Georgia, Inc. 12 OCAHO 1300 2017

Generally

Arnulfo Medina v. Bend-Pack, Inc. 5 OCAHO 791 1995

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
Cecilia Araceli Basua v. Walmart #1554	3	OCAHO	547	1993
	3	OCAHO	549	1993
Dalila Kamal-Griffin v. Cahill Gordon & Reindel	3	OCAHO	568	1993
Esther Din Brooks v. KNK Textile	3	OCAHO	545	1993
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	2002
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO	484	1993
Haddon Speakman v. The Rehabilitation Hospital of South Texas	3	OCAHO	469	1992
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jesse Charles Jones v. DeWitt Nursing Home	1	OCAHO	189	1990
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

Individual Not Protected If He/She Fails to Apply for Naturalization w/in 6 Months of Eligibility

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Norberto Sagal Torres v. Pacific Continental Textiles, Inc.	10	OCAHO	1203	2013
Vieri Verdesi v. Ark Rustic Inn, LLC	13	OCAHO	1311	2018

PERSONS PROTECTED

Naturalization Applicant, Declaration not Completed

U.S. Born Citizen

United States v. Mesa Airlines 1 OCAHO 74 1989

1 OCAHO 74 1989

Naturalized

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 638 1994

United States v. Marcel Watch Corporation 1 OCAHO 143 1990

OCAHO Has No Jurisdiction Over National Origin Claims Against Employers With 15 or More Employees

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

Permanent Resident

Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante	7	OCAHO	970	1997
Loleitha Atheria Wilson v. Waste Connections, Inc.	13	OCAHO	1315	2019
Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	619	1994

PERSONS PROTECTED

Retaliation

Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	OCAHO	1300	2017
Drahomira Adame v. Dunkin Donuts	4	OCAHO	691	1994
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	1996
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	1994
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	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
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. McDonnell Douglas Corporation	2	OCAHO	351	1991

Who Qualifies as a Protected Individual for Citizenship Status Discrimination

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 2019

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

PLEA AGREEMENTS

Collateral Attack

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

Generally

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

PLEADINGS

28 C.F.R. Section 68.9(e) Is Analogous To and Modeled After Federal Rule of Civil Procedure 15(a)

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

PLEADINGS

After An Answer Has Been Filed, Complainant Must Request Leave to Amend the Complaint

United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

Allegations Not Plead in Complaint Not Considered

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021

Amended Answer

United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022

PLEADINGS

Amended Complaint

United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
United States v. La Parisienne Bakery, LLC	15	OCAHO	1390	2021
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407a	2022
	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394a	2021
	15	OCAHO	1394	2021
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423a	2022

Amendment(s)

Ba v. Wal-Mart Store 1199	10	OCAHO	1163	2012
Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO	496	1993
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1097	2003
Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO	1030	1999
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO	1018	1998
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	OCAHO	438	1992
R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022
Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2019
United States v. Creation & Innovation	3	OCAHO	527	1993
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. Garcia-Guaneros	13	OCAHO	1334	2020
United States v. Harris Ranch Beef Company	2	OCAHO	338	1991
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022

United States v. McDonnell Douglas Corporation	2	OCAHO	351	1991
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407a	2022
	15	OCAHO	1407	2021
United States v. Northwest Airlines, Inc.	3	OCAHO	408	1992
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	1998
Vieri Verdesi v. Ark Rustic Inn, LLC	13	OCAHO	1311	2018

PLEADINGS

Amendments To Pleadings May Be Made Only Before Issuance of Final Order

Vieri Verdesi v. Ark Rustic Inn, LLC	13	OCAHO	1311	2018

Amendments to Pleadings Under Rule 15 of the Federal Rules of Civil Procedure

United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022

Amendments to Pleadings Under Rule15(a) of the Federal Rules of Civil Procedure

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

PLEADINGS

Answer

Adolfo Cruz Deguzman v. First America Bank Corporation	3	OCAHO	585	1993
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO	539	1993
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO	136	1990
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	322	1991
Jorge Pugliese v. Auto-Grafica Corporation	5	OCAHO	820	1995
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO	519	1993
Ramiro A. Villalobos v. Roumiguiere Vineyards	4	OCAHO	630	1994
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022

United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454a	2022
United States v. Gregorio Alabada Makilan	4	OCAHO	610	1994
United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Martina Limon-Perez	5	OCAHO	796	1995
United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO	473	1992
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448	2022
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

PLEADINGS

Answer Untimely Filed Without Showing of Good Cause

United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

PLEADINGS

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

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

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

Complaint

Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.	3	OCAHO	496	1993
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
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
Elodia Guzman v. Yakima Fruit & Cold Storage	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
Emil Anis Halim v. Accu-Labs Research, Inc.	3	OCAHO	474	1992
Esther Din Brooks v. Watts Window World	3	OCAHO	501	1993
Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	1997
Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO	539	1993
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	324	1991
Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO	537	1993
John C. Grodzki v. OOCL, Inc.	1	OCAHO	295	1991
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	322	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
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	OCAHO	107	1989
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO	383	1991
Terrence McCaffrey v. LSI Logic Corporation	6	OCAHO	867	1996
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. Marcos Iniguez-Casillas	6	OCAHO	870	1996
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. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Oscar Eduardo Villatoro-Guzman	3	OCAHO	540	1993
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

PLEADINGS

Complaint Must Contain Clear and Concise Statement of Facts for Jurisdiction

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

Court May Consider Documents Incorporated Into Complaint by Reference

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Court Provided a Copy of the Answer to the Complainant As a Courtesy

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

Court's Leave or Respondent's Consent Needed to Amend Complaint After Time Set in FRCP 15 Lapses

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
	16	OCAHO	1446	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394	2021
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

PLEADINGS

Documents Attached to Complaint Considered Part of Complaint

A.S. v. Neiman Marcus Group	13	OCAHO	1323	2020
Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022

Even Under Liberal Pleading Standards, Claims Lacking Adequate Basis Must Be Dismissed

Terri Ann Jablonski v. Kelly Legal Services, et al.	12	OCAHO	1282	2016

PLEADINGS

Excusable Neglect

D'Amico v. Erie Community College 7 OCAHO 927 1997

Failure to Respond

Miguel A. Gallegos v. Magna-View, Inc. 4 OCAHO 628 1994

United States v. Cordin Company 10 OCAHO 1162 2012

Failure to State With Specificity Basis of Allegations in Complaint

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

United States v. Super 8 Motel & Villella Italian Restaurant 10 OCAHO 1191 2013

Form of

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021
Richard R. Rogers v. Service Experts	16	OCAHO	1415	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407b	2022

PLEADINGS

Generally

Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	4	OCAHO	678	1994
Sergio Flores Ortiz v. Moll-Tex Broadcasting Company	3	OCAHO	440	1992
United States v. Ana Maria Villegas-Valenzuela	5	OCAHO	784	1995
United States v. Diamond Construction, Inc.	3	OCAHO	456	1992
United States v. Feliciano Leon-Gutierrez	6	OCAHO	875	1996
United States v. Hardeep Singh	3	OCAHO	520	1993
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO	712	1994

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. Split Rail Fence Company, Inc.	10	OCAHO	1181	2013
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	533	1993
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
United States v. Zeferino Castillo, Individually	3	OCAHO	505	1993

PLEADINGS

Inadequate

United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994

Inconsistent Allegations in the Complaint

Cassandra Monty v. USA2GO Quick Stores	16	OCAHO	1443a	2022

Issuance

Time Computation(s)

Galdino Casillas Garcia v. McCarron Electric Company 5 OCAHO 747 1995

United States v. Workrite Uniform Company, Inc. 5 OCAHO 736 1995

PLEADINGS

Joint Stipulation of Dismissal With Prejudice

Y.Y. v. Zuora 15 OCAHO 1402b 2022

Judgment

United States v. Chums Corporation 6 OCAHO 842 1996

6 OCAHO 842 1996

United States v. Feliciano Leon-Gutierrez 6 OCAHO 875 1996

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

PLEADINGS

Jurisdictionally Deficient Complaint

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022

Lack of Specificity of Complaint Cannot be Raised Where No Discovery Sought

United States v. Platinum Builders of Central Florida, Inc.	10	OCAHO	1199	2013

Leave To Amend

United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020

Leave To Amend Complaint

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019
United States v. Black Belt Security & Investigations, LLC	17	OCAHO	1456a	2022
United States v. FRC Balance, LLC d/b/a True Food Kitchen	14	OCAHO	1366	2020
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460a	2022
United States v. KLJ Leasing, LLC	16	OCAHO	1446	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407	2021
United States v. Sal's Lounge	15	OCAHO	1394a	2021
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

PLEADINGS

Leave To Amend Not Freely Granted Where Proposed Amendment Would Not Survive Motion to Dismiss

Temitope Ogunrinu v. Law Resources	13	OCAHO	1332	2019

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
	12	OCAHO	1272	2016
Vieri Verdesi v. Ark Rustic Inn, LLC	13	OCAHO	1311	2018

PLEADINGS

Leave to Amend the Complaint May Be Denied If The Amendment Would Be Futile

Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

Motion to Strike

United States v. David Jenkins	4	OCAHO	649	1994
United States v. LFW Dairy Corporation	10	OCAHO	1129	2009
United States v. U.S. Style, Inc.	5	OCAHO	793	1995

Motion to Strike Affirmative Defenses

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

PLEADINGS

Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Neither Detailed Fact Nor Evidence Pleading is Contemplated by OCAHO 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

OCAHO Does Not Demand the "Plausibility" Pleading Standard Required in Federal Courts

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

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

PLEADINGS

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

OCAHO Maintains a Minimal Standard of Notice of Pleading

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

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

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

PLEADINGS

Party May Amend Complaint Once As A Matter of Course Within 21 Days of When Answer is Filed

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

Party Seeking to File Supplemental Response Must Demonstrate Good Cause

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

Pleading Standard in OCAHO Cases

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Leola Branch v. Duong Schumacher	14	OCAHO	1358	2020
Robert Heath v. Asta CRS, Inc.	14	OCAHO	1385	2021
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
United States v. Facebook, Inc.	14	OCAHO	1386b	2021
United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)	13	OCAHO	1333	2020
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375	2020
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

PLEADINGS

Representation

Jose E. Birisno Briceno-Briceno v. Farmco Farms	4	OCAHO	629	1994

Response to Order to Show Cause Is Not A de facto Amendment to Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

PLEADINGS

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Section 1324b Complaint Must Contain Factual Allegations That Give Rise to Inference of Discrimination

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC 12 OCAHO 1302 2017

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

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

12 OCAHO 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
Porfirio Sperandio	15	OCAHO	1400	2021
Richard R. Rogers v. Service Experts	16	OCAHO	1415	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Sanford J. Strauss v. Rite Aid Corporation	4	OCAHO	721	1994
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

Service of Complaint

Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

PLEADINGS

Speculation and Hypotheses Cannot Substitute Facts and Complaint Must Contain Well-Pleaded Facts

Terri Ann Jablonski v. Kelly Legal Services, et al. 12 OCAHO 1282 2016

Standard

United States v. Split Rail Fence Company, Inc. 10 OCAHO 1181 2013

Summary Decision

Daniel Bendig v. Conoco, Inc. 9 OCAHO 1065 2001

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

R.S. v. Lattice Semiconductor 14 OCAHO 1362c 2022

R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994
United States v. IBP, Inc.	8	OCAHO	1021	1999
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	OCAHO	1359a	2021

PLEADINGS

Supplemental

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	668	1994
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1047	2000

Time Computation(s)

Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	OCAHO	438	1992
	3	OCAHO	418	1992
Roman Udala v. New York State Department of Education	4	OCAHO	633	1994

Timeliness

D'Amico v. Erie Community College	7	OCAHO	927	1997
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	664	1994
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sutatip Uthai Woods v. Philips North America, LLC	14	OCAHO	1371	2020
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995

PLEADINGS

Translations

Jack Huang v. Queens Motel	2	OCAHO	343	1991

Under OCAHO Rules, Issues Tried by Consent of Parties May Be Treated As If Raised in Pleadings

R.S. v. Lattice Semiconductor 14 OCAHO 1362c 2022

PLEADINGS

Upon Motion, The Court May Provide a Courtesy Copy of a Pleading

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

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 Symbol RHI 12 OCAHO 1272 2016

12 OCAHO 1272 2016

POLICY

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons 3 OCAHO 510 1993

Jack Huang v. Queens Motel	2	OCAHO	364	1991
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	322	1991
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	1991
	2	OCAHO	396	1991

POLICY

In Litigation, General Presumption Is That Parties Must Use Their Real Names

Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450b	2022

Judgments By Default Are Generally Disfavored

Porfirio Sperandio	15	OCAHO	1400	2021
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418c	2022
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza	17	OCAHO	1459	2022
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021

United States v. Sal's Lounge 15 OCAHO 1394c 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

PREEMPTION

State Police Actions Related to the Employment Verification System Are Preempted by Federal Law

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

PREHEARING CONFERENCE

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

16 OCAHO 1439 2022

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

PREHEARING CONFERENCE

ALJ Confirmed Pro Se Complainant's Understanding of Effect of Dismissal With Prejudice

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

ALJ Has Discretion to Hold Prehearing Conferences

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

Continuance of Prehearing Conference

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

14 OCAHO 1375d 2022

PREHEARING CONFERENCE

Generally

United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 1993

Hearing Vacated Because of Nonappearance At Final Prehearing Conference

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324e 2021

Interpreter Provided for Prehearing Conference

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Motion for Prehearing Conference

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

PREHEARING CONFERENCE

Motion for Prehearing Conference Should Specify Matters to Discuss

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

Oral Decision Rendered At Prehearing Conference and Memorialized in Written Order

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Order Canceling Prehearing Conference for Lack of Agenda Purpost

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

Order Cancelling Prehearing Conference

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

PREHEARING CONFERENCE

Order Memorializing Prehearing Conference

Y.Y. v. Zuora 15 OCAHO 1402b 2022

Order Setting Initial Prehearing Conference

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414 2022

United States v. Sal's Lounge 15 OCAHO 1394c 2022

Order Summarizing Prehearing Conference

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375c 2021

14 OCAHO 1375d 2022

PREHEARING CONFERENCE

Partied Jointly Moved to Dismiss Without Prejudice at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Parties Orally Provided Notice of Settlement at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Prehearing Conference Held Pursuant to Motion

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Prehearing Conference May Be Canceled or Rescheduled If Conference Would Not Expedite Proceedings

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

PREHEARING CONFERENCE

Prehearing Conferences May Be Expedient Way to Resolve Written Motions When Hearing is Imminent

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Prehearing Conferences Should Be Held to Expedite Proceedings

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

Request Construed As An Oral Motion to Schedule a Prehearing Conference

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Request to Have Prehearing Conference Can Only Be Received by Way of a Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

PREHEARING CONFERENCE

Summary of Prehearing Conference Pursuant to 28 C.F.R. Section 68.13(c)

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

PREHEARING STATEMENTS

ALJ Declined to Consider Prehearing Statement as Response to Motion for Summary Decision

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Failure to Respond to Order for Prehearing Statements

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

PREHEARING STATEMENTS

Failure to Timely File a Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

Failure to Timely File Prehearing Statement Due to Excusable Neglect

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Order Accepting Untimely Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Order Granting Extension of Time to File Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

PREHEARING STATEMENTS

Order to Show Cause for Failure to File a Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Order to Show Cause for Untimely Filing Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Requirements for Prehearing Statements

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

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 PARTY

Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees

John A. Breda v. Kindred Braintree Hospital, LLC 11 OCAHO 1225 2014

Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact

John A. Breda v. Kindred Braintree Hospital, LLC 11 OCAHO 1225 2014

With Prejudice

Eusebio Huesca v. Rojas Bakery 4 OCAHO 654 1994

PRIVATE RIGHT OF ACTION

Employer Sanctions

Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 2003

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1083 2002

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

Only Section 1324b Confers the Right of an Individual to File an OCAHO Complaint

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

PRIVATE RIGHT OF ACTION

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

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 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Timeframe to File Private Right of Action Under 8 U.S.C. Section 1324b

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

PRIVILEGE CLAIM

Asserting Party Bears Burden of Establishing Privilege

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021
United States v. Capital Fireproof Door	14	OCAHO	1372	2020
United States v. Durable, Inc.	11	OCAHO	1221	2014
United States v. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

Attorney-Client Privilege

Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021
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	OCAHO	1285a	2018
	12	OCAHO	1285	2016

PRIVILEGE CLAIM

Common Interest Privilege

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

Conclusory/Boilerplate Objections Fail to Meet Burden of Establishing Privilege

United States v. Durable, Inc. 11 OCAHO 1221 2014

Discovery

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1087 2002

9 OCAHO 1084 2002

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. Rose Acre Farms, Inc.	12	OCAHO	1285a	2018
	12	OCAHO	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	OCAHO	1087	2002

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1084	2002
United States v. Maria Elizondo Garza d/b/a Garza Farm Labor	4	OCAHO	644	1994

PRIVILEGE CLAIM

Law Enforcement Privilege

United States v. Capital Fireproof Door	14	OCAHO	1372	2020

Party Withholding Documents Based on Privilege Must Complete Privilege Log

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388d	2021
United States v. Capital Fireproof Door	14	OCAHO	1372	2020

Privilege Is Waived When Protected Materials Are Disclosed

Dave O'Brian Tingling v. City of Richmond, VA	13	OCAHO	1324b	2021
United States v. Capital Fireproof Door	14	OCAHO	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 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

Work Product Privilege

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

PRO SE

Abandonment

Adolfo Cruz Deguzman v. First America Bank Corporation 3 OCAHO 585 1993

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Arnulfo Medina v. Bend-Pack, Inc. 5 OCAHO 791 1995

Esther Din Brooks v. Watts Window World 3 OCAHO 570 1993

Martin A. Holguin v. Dona Ana Fashions	4	OCAHO	605	1994
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022
Tito Ponce Chavez v. National By-Products	4	OCAHO	620	1994
United States v. Mushtaq Admed Chaudhry	3	OCAHO	576	1993
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

PRO SE

ALJ Confirmed Pro Se Complainant's Understanding of Effect of Dismissal With Prejudice

Y.Y. v. Zuora, Inc.	15	OCAHO	1402c	2022

ALJ Construed Pro Se Motion to Add Third Party as Motion to Amend Complaint

Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

PRO SE

ALJ Exercised Discretion Favorably for Pro Se Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

All Parties Are Expected to Comply With Rules and Orders

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

All Persons in OCAHO Proceedings Are Expected to Act With Integrity and in an Ethical Manner

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

PRO SE

Attorney Fees

Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	OCAHO	1121	2006
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
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
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Citizenship Status Discrimination

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994

Compassion of Pro Se Status May Be Outweighed By Need for Participation by the Parties

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

PRO SE

Complaint May Be Deemed Abandoned for Disregarding ALJ Orders, Even When Complainant Is Pro Se

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427b 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation 17 OCAHO 1472 2023

Court May Accept a Pro Se Answer That Does Not Fully Comport With 28 C.F.R. Section 68.9(c)

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

Default Judgment

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

United States v. Alliance Construction, Inc. 7 OCAHO 983 1998

PRO SE

Documents Filed by Pro Se Parties May Be Construed Liberally

Cassandra Monty v. USA2GO Quick Stores	16	OCAHO	1443a	2022
Robert Heath v. Optnation and an Anonymous Employer	14	OCAHO	1374a	2021
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
United States v. Advanced Digital Solutions International, Inc.	14	OCAHO	1383	2020
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

Equitable Tolling

Bienvenido Antonio Thompson v. Prestige Towing Services	13	OCAHO	1309	2018

Ex Parte Communication(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388	2021

Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
Ravi Sharma v. NVIDIA Corp.	17	OCAHO	1450c	2023
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Springshine Consulting and Anonymous Employer	16	OCAHO	1421	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

Explanation of Discovery Process to Pro Se Party

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

PRO SE

Failure to Comply with Court-Imposed Deadline

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

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. 9 OCAHO 1097 2003

United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 1993

United States v. Mushtaq Ahmed Chaudhry 3 OCAHO 588 1993

Government Should Comply With the Law In Good Faith, Especially When Dealing With Pro Se Party

Translation(s)

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

11 OCAHO 1217 2014

PRO SE

Pro Se "Complaint Withdrawal Form" Construed As Motion to Withdraw Complaint

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

Pro Se Complaints May Be Construed Liberally

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Self

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

PRO SE

Pro Se Litigant Who Is An Attorney is Not Entitled to Claim Attorney's Fees for Representing Self

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

13 OCAHO 1332j 2021

Pro Se Motions May Be Construed Liberally

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

PRO SE

Pro Se Status a Factor in Granting Motion for Leave to File Reply

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Service

Martin A. Holguin v. Dona Ana Fashions 4 OCAHO 605 1994

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

Summary Decision

Duty to Provide Notice

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 2002

To Invoke Common Interest Privilege, Party Must Establish That Attorney-Client Privilege Applies

Kevin Raffay v. Western Digital 10 OCAHO 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 OCAHO 1370 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

ALJ May Issue Protective Order Upon Showing of Good Cause

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

United States v. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326a 2019

13 OCAHO 1326 2019

United States v. Durable, Inc. 11 OCAHO 1221 2014

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

United States v. Facebook, Inc. 14 OCAHO 1386d 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

ALJ's Authority to Issue Protective Orders Is Limited to Discovery-Related Matters

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

15 OCAHO 1388c 2021

Amending or Dissolving a Protective Order

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Certification(s)

United States v. Guardsmark 4 OCAHO 614 1994

PROTECTIVE ORDER

Court Resolves Whether Discovery Comports with OCAHO's Rules Via Protective Order

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Depositions

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Discovery

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1084 2002

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
	13	OCAHO	1332e	2020
United States v. Chancery Staffing Solutions, LLC et al.	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
United States v. Facebook, Inc.	14	OCAHO	1386a	2021
	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
	14	OCAHO	1386c	2021
United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1079	2002

PROTECTIVE ORDER

Ex Parte Communication(s)

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services	9	OCAHO	1079	2002

Generally

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994
In re Investigation of ABM Industries, Subpoena	5	OCAHO	763	1995
In re Investigation of Conoco, Inc., Subpoena	8	OCAHO	1049	2000
Leonid Naginsky v. Department of Defense	5	OCAHO	813	1995
Mr. Doron Tal v. M. L. Energia, Inc.	4	OCAHO	639	1994
United States v. Agripac, Inc.	8	OCAHO	1017	1998
United States v. Guardsmark	4	OCAHO	614	1994

PROTECTIVE ORDER

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

Limit on Temporal Scope of Discovery Allowed Where Request is Overly Broad/Unduly Burdensome

United States v. Durable, Inc.	11	OCAHO	1221	2014

OCAHO Lacks Authority to Issue Restraining Orders

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

PROTECTIVE ORDER

Order Denying Motion for a Protective Order

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386a 2021

Party Seeking Protective Order Has Burden of Showing Good Cause

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

United States v. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326a 2019

United States v. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326 2019

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 2014

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

14 OCAHO 1386c 2021

PROTECTIVE ORDER

Protective Order Applies to Production of Information, Not Collection of Information

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Protective Orders Only Issued Upon Motion and For Good Cause

United States v. Facebook, Inc. 14 OCAHO 1386c 2021

Request for Protective Order Must Specify What Information the Party Seeks to Protect

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 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 OCAHO 1332e 2020

United States v. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326a 2019

13 OCAHO 1326 2019

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 2014

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

Stay of Discovery Is Not Automatic Pending a Motion to Dismiss

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

PROTECTIVE ORDER

Stipulation

United States v. Agripac, Inc. 8 OCAHO 1017 1998

United States v. Facebook, Inc. 14 OCAHO 1386d 2021

The Standard for Issuance of a Protective Order Is High

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Vague Justification Insufficient to Demonstrate Good Cause for Protective Order

United States v. Facebook, Inc. 14 OCAHO 1386c 2021

RECRUITMENT

Generally

Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO	1115	2005
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO	760	1995
	5	OCAHO	760	1995

RECUSAL

Accusations of Bias Upon Which to Recuse Themselves From the Case

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022

ALJ Found No Basis Upon Which to Recuse Themselves From the Case

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022

Generally

Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1104	2004

Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO	1034	1999
United States v. Mushtaq Ahmed Chaudhry	4	OCAHO	666	1994
William S. Monda v. Staryhab, Inc.	8	OCAHO	1002	1998

REGULATIONS

5/10 Year Rule

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

Abandonment

Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427b	2022

Cause of Action

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994

REGULATIONS

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 OCAHO 1332 2019

Definition of Independent Contractors

United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services 11 OCAHO 1257 2015

REGULATIONS

Dismissal of Complaint

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

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 Individual Is An Independent Contractor

United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services 11 OCAHO 1257 2015

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Audrey Murtano v. C. R. England, Inc.	9	OCAHO	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

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Hearing(s)

Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	1994

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United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

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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 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

OCAHO Regulations Do Not Provide for Limited Appearances

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Office of the Chief Administrative Hearing Officer

Michael Williamson v. Autorama, Inc. 1 OCAHO 174 1990

REGULATIONS

Official Notice

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

16 OCAHO 1418d 2023

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

16 OCAHO 1419c 2023

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

Parties Have a Duty to Familiarize Themselves with OCAHO's Regulations

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

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United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

Rule 25 of the FRCP Does Not Conflict with OCAHO's Rules or the Administrative Procedure Act

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Service of Complaint

Porfirio Sperandio 15 OCAHO 1400 2021

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

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Daniela Violante v. The Giant Food Company	17	OCAHO	1458	2022
Rider F. Garcia v. Can-Am Electric, LLC	15	OCAHO	1401	2021
United States v. California Mantel, Inc.	10	OCAHO	1168	2013
United States v. El Vajio, LLC	17	OCAHO	1466	2022
United States v. Facebook, Inc.	14	OCAHO	1386f	2021
United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022
United States v. Torres Mexican Food, Inc.	4	OCAHO	596	1994
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425b	2022

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United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Timeframe to File Private Right of Action Under 8 U.S.C. Section 1324b

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Timeliness

Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm 9 OCAHO 1115 2005

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

United States v. MRD Landscaping & Maintenance Corp. 15 OCAHO 1407c 2022

United States v. Performance Printing Corporation 5 OCAHO 779 1995

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United States v. Ketchikan Drywall Services, Inc. 10 OCAHO 1139 2011

REMANDS

ALJ Must Provide Parties An Opportunity to Secure Evidence to Fully Develop Record on Remand

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Case Remanded to ALJ for Reassessment of Fine

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

Case Remanded to ALJ for Reassessment of Fine Based on Error of Fact and Law Acceptable

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

REMANDS

Case Remanded to ALJ Where Penalty Based on Erroneous Inference

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

Case Remanded to Further Develop the Record

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

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United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO 358 1991

2 OCAHO 358 1991

United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant 2 OCAHO 389 1991

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United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

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ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

Award of Front Pay Cannot Be Unduly Speculative

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Back Pay Denied Where Complainant Made More in Interim Earnings Than Lost Wages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

REMEDIES

Back Pay Reduced by Interim Earnings

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Back Pay Should Only Be Denied in Exceptional Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Back Pay Typically Ordered to Compensate Individual for Earnings Lost Due to Discrimination

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Cease and Desist Order Inapplicable to Paperwork Violations

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant 15 OCAHO 1403 2021

REMEDIES

Cease and Desist Order Required for Knowing Hire or Continuing to Employ Violations

United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	2014
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016

Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms	11	OCAHO	1256	2015

Compensatory Damages Are Not Available in Section 1324b Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

REMEDIES

Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Front Pay Denied Where Complainant's Work Was Too Speculative to Determine Damages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Incidental Costs of Litigation Are Not An Available Remedy in Section 1324b Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

REMEDIES

Mathematical Certainty Not Required for Monetary Damages, But Reasonable Basis is Required

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Monetary Damages Under Section 1324b Limited to Back Pay, Front Pay, and Attorney's Fees

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

REMEDIES

OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Practical Considerations in Awarding Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

REPRESENTATION

A Non-Attorney May Represent a Party in OCAHO Proceedings Only Upon Approval by the ALJ

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

Attorney Must File Notice of Appearance to Represent Party in OCAHO Proceedings

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

REPRESENTATION

Attorney Representing Private Party and Appearing on Filings Must File Notice of Appearance

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Attorney's Filing of Request for Hearing Constitutes Notice of Appearance

United States v. Sal's Lounge 15 OCAHO 1394b 2022

Class Action

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 2003

Jose E. Birisno Briceno-Briceno v. Farmco Farms 4 OCAHO 629 1994

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 867 1996

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Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	OCAHO	1131	2009
Alexsandr Yakubson v. Effective Security	6	OCAHO	858	1996
Lee v. AT&T	7	OCAHO	924	1997
Michael K. Lee v. Airtouch Communications	6	OCAHO	888	1996
United States v. Esther Flores-Martinez	4	OCAHO	713	1994
United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996
United States v. Julio Carpio-Lingan	6	OCAHO	871	1996
United States v. Nancy Mubarki	5	OCAHO	816	1995

REPRESENTATION

Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness

Acceptable

United States v. Crescent City Meat Company, Inc.	11	OCAHO	1217	2014
	11	OCAHO	1217	2014

Lay or Non-Attorney Representation

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 2006

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 2003

REPRESENTATION

Lay Representation

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center 10 OCAHO 1131 2009

Lee v. AT&T 7 OCAHO 924 1997

Non-Attorney

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center 10 OCAHO 1131 2009

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 1994

Notice of Appearance

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

REPRESENTATION

OCAHO Regulations Do Not Provide for Limited Appearances

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

OCAHO Rules Explicitly Allow for Representation By a Non-Attorney Under Certain Circumstances

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

REPRESENTATION

Order Requiring Filing of Notice of Appearance

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Pro Se

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 2006

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 2003

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

United States v. Mushtaq Ahmed Chaudhry 3 OCAHO 588 1993

Registered Agent Representing Corporation Must File Notice of Appearance

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

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

United States v. Renato Parondo Jaque	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 HEARING

Appearance

United States v. Green Plaza, Inc.	4	OCAHO	618	1994

Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
United States v. Milwhite, Inc.	17	OCAHO	1469a	2023
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
	17	OCAHO	1448b	2022

United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

REQUEST FOR HEARING

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United States v. David Day d/b/a David Day Masonry	3	OCAHO	553	1993
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

Hearing Unnecessary Where No Genuine Issue of Material Fact is in Dispute

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016
United States v. Keegan Varitey, LLC	11	OCAHO	1238	2014

REQUEST FOR HEARING

Request for Hearing May Be Dismissed Upon Its Abandonment by Party Who Filed It

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
United States v. Milwhite, Inc.	17	OCAHO	1469a	2023
United States v. Patmo Concrete LLC	17	OCAHO	1448b	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
	17	OCAHO	1461	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
United States v. Triple Crown Restaurant Group LLC	16	OCAHO	1444b	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022

Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	2015

REQUESTS FOR ADMISSION

Generally

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

OCAHO Rules Do Not Require A Party to Attach Cited Document to a Request for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

OCAHO Rules Require A Reasonable Inquiry In Response to a Request for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Party Responding to Request for Admission Cannot Shift Reasonable Inquiry Obligation Unilaterally

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

REQUESTS FOR ADMISSION

Party Responding to Request for Admission Must Conduct Reasonable Search Before Denying Inquiry

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

REQUESTS FOR PRODUCTION

Generally

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Requests for Production of Documents

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Requests for Production of Documents Must Describe Documents With Reasonable Particularity

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

REQUESTS FOR PRODUCTION

Requirements for Requests for Production

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

REQUESTS FOR RELIEF

ALJ Has Discretion to Bifurcate Resolution of Issues Raised in Motion

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Bifurcation of Discovery-Related Requests for Relief Raised in Motion

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

REQUESTS FOR RELIEF

Form of

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
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1089	2003
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375e	2022
Zaji Obatala Zajradhara	16	OCAHO	1438c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417a	2022

Motion Construed as Request for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

Party Moving for Preliminary Injunction Bears Burden of Persuasion

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

REQUESTS FOR RELIEF

Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Requests for Relief Must Be Submitted in the Form of a Motion

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Zaji Obatala Zajradhara 16 OCAHO 1438c 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

RES JUDICATA

Doesn't Apply if Cause of Action is Different Than In Earlier Case

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 2015

11 OCAHO 1216 2014

RES JUDICATA

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Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1047 2000

United States v. Alberto Noriega-Perez 6 OCAHO 859 1996

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

Inapplicable to IRCA Proceeding Initiated After Earlier Criminal Charges Had Been Dismissed

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Issues Are Not the Same Where Second Action Involves Application of Different Legal Standard

Victor Guerrero v. California Department of Corrections and Rehabilitation 11 OCAHO 1264 2015

RES JUDICATA

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 2015

11 OCAHO 1216 2014

RETALIATION

Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

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

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

RETALIATION

Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Cause of Action

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

Cease and Desist

United States v. Hotel Martha Washington Corporation 5 OCAHO 786 1995

RETALIATION

Claims of Retaliation for Engaging in Union Activity Must Be Pursued in a Different Forum

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

Complaining About Sexual Harassment Is Not Protected Activity Within the Meaning of Section 1324b

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

Counterclaim May Be Considered Retaliatory if it is Objectively Baseless

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

Each Discrete Retaliatory Action Starts a New Clock For Filing a Charge With IER

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

RETALIATION

Employer Bears Burden to Articulate Non-Retaliatory Reason for Employment Action

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Evidence of Pretext Must Be Specific and Substantial

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

RETALIATION

Filing Complaint With USCIS for Conduct in Adjustment of Status Interview Not Protected Activity

Jayaben Patel v. USCIS Boston 14 OCAHO 1353a 2020

Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 2014

Filing With EEOC Is Not Protected Activity Under Section 1324b(a)(5)

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority 13 OCAHO 1306a 2018

13 OCAHO 1306 2017

Nicasio Angulo v. Securitas Security Services USA, Inc. 11 OCAHO 1259 2015

Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b

R.O. v. Crossmark, Inc.	11	OCAHO	1236	2014
Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee	10	OCAHO	1212	2014

RETALIATION

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Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	668	1994
Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO	1124	2007
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Guy Santiglia v. Sun Microsystems, Inc.	9	OCAHO	1110	2004
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	2001
Jimmy Jack Jackai v. Dallas County Data Services	3	OCAHO	569	1993
Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	1996
Jose N. Hernandez v. City of Santa Ana	4	OCAHO	674	1994

Jose N. Hernandez v. City of Santa Ana	4	OCAHO	663	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	661	1994
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	1997
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	1995
United States v. Great Earth Companies, Inc.	9	OCAHO	1070	2001

RETALIATION

Jurisdiction

Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	1994
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	OCAHO	764	1995
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
	4	OCAHO	691	1994
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	1997
	7	OCAHO	947	1997
Jayaben Patel v. USCIS Boston	14	OCAHO	1353	2020

Jayaben Patel v. USCIS Boston	14	OCAHO	1353a	2020
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	1996
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	1994
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	1994
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	1995
United States v. Zabala Vineyards	6	OCAHO	844	1996
	6	OCAHO	844	1996

RETALIATION

Legitimate, Nondiscriminatory Reason for Employment Decision

Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020

Legitimate, Non-Retaliatory Reason

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

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 OCAHO 1370b 2021

Doris Rainwater v. Doctor's Hospice of Georgia, Inc. 12 OCAHO 1300 2017

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

RETALIATION

Opposition Activity

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Pretext May Be Shown by Proof That An Employer's Explanation is Unworthy of Credence

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

Prima Facie Case

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
Armando Huberth Crespo v. FAMSA, Inc.	13	OCAHO	1337	2019
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Doris Rainwater v. Doctor's Hospice of Georgia, Inc.	12	OCAHO	1300	2017
Frederick John Harris v. State of Hawaii, Department of Education	6	OCAHO	922	1997
Gurpreet Sodhi v. Maricopa County Special Health Care District	9	OCAHO	1124	2007
Jorge Mario Ipina v. Michigan Jobs Commission	8	OCAHO	1036	1999
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
Manikandan Sivasankar v. Strategic Staffing Solutions	14	OCAHO	1354	2020
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
R.O. v. Crossmark, Inc.	11	OCAHO	1236	2014
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	1997
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

RETALIATION

Prima Facie Case May Be Established by Direct or Circumstantial Evidence

John A. Breda v. Kindred Braintree Hospital, LLC	10	OCAHO	1202	2013
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

RETALIATION

Protected Activity

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021
Aurelio Galindo v. Smithfield Foods & Yuma County	14	OCAHO	1369	2020
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
Linda Chellouf v. Inter American University of Puerto Rico	12	OCAHO	1269	2016
R.O. v. Crossmark, Inc.	11	OCAHO	1236	2014
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021

RETALIATION

Protected Activity Includes Opposition Activity

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b

Armando Huberth Crespo v. FAMSA, Inc.	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 OCAHO 1370b 2021

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

RETALIATION

Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

To Qualify as Protected Activity, Conduct Must Implicate Some Right Secured Under Section 1324b

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

Jayaben Patel v. USCIS Boston 14 OCAHO 1353a 2020

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc. 11 OCAHO 1261 2015

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

Nicasio Angulo v. Securitas Security Services USA, Inc. 11 OCAHO 1259 2015

Terri Ann Jablonski v. Kelly Legal Services, et al. 12 OCAHO 1282 2016

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

RETALIATION

To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

REVERIFICATION

Employer's Duty

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 1994

United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 1994

REVERIFICATION

Generally

Zelleka Getahun v. DuPont Merck Pharmaceutical Company	8	OCAHO	1029	1999

REVIEW

Availability of Administrative Review in Cases Arising Under Section 1324b

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022

Generally

United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO	829	1995
United States v. Ebrahim Banafsheha	3	OCAHO	525	1993
	3	OCAHO	525	1993

United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels	3	OCAHO	554	1993
	3	OCAHO	554	1993
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	696	1994
United States v. Kaday Musu Thoronka	5	OCAHO	772	1995
	5	OCAHO	772	1995
United States v. Landscapes By Susanna	3	OCAHO	556	1993
	3	OCAHO	556	1993
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO	652	1994
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	1993
	3	OCAHO	559	1993

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

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. M & D Masonry 10 OCAHO 1215 2014

REVIEW

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 OCAHO 666 1994

Admission(s)

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

SANCTIONS

Admonishment of a Party for Misconduct

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

ALJ Declined to Dismiss Complaint as Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

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 OCAHO 1332c 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

ALJ May Impose Sanctions For Failure to Comply With a Discovery Order

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022
Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes	16	OCAHO	1440	2022
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. 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
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
Zaji Obatala Zajradhara v. GIG Partners	14	OCAHO	1363	2020

SANCTIONS

ALJ May Sanction Party Who Makes Prohibited Ex Parte Communication

Robert Paul Heath v. Ameritech Global	16	OCAHO	1435	2022

Attorney Fees

Daniel Ojeda-Ojeda v. Booth Farms, L.P.	9	OCAHO	1121	2006
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1091	2003
Michael K. Lee v. Airtouch Communications	7	OCAHO	926	1997
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	600	1994
Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020

SANCTIONS

Attorney Fees Not Permited as Sanction for Frivolous Filing

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP	13	OCAHO	1332c	2020

Attorney Fees Not Permitted As Sanction 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	OCAHO	1320	2019
Victor B. Palma v. Alufase USA, LLC	10	OCAHO	1213	2014

SANCTIONS

Bad Faith Required for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Circuit Court Factors for Determining Whether to Dismiss Case As a Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Civil Money Penalty

United States v. New China Buffet Restaurant 10 OCAHO 1133 2010

United States v. The Beverly Center 5 OCAHO 762 1995

Denial of Request for Sanctions

Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400b	2022
Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP	13	OCAHO	1332d	2020
Zaji Obatala Zajradhara v, CL Corporation	16	OCAHO	1429	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	1363a	2020

SANCTIONS

Discovery Sanction of Assuming Discovery Responses Would Be Adverse to Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022

Discovery Sanctions May Include Adverse Inferences or Rulings Against the Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022
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. 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

SANCTIONS

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

R.O. v. Crossmark, Inc.	11	OCAHO	1236	2014
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022

Discovery Sanctions Usually Imposed Only After Order Compelling Discovery is Issued

Zaji Obatala Zajradhara v, CL Corporation	16	OCAHO	1429	2022

Discovery Violation(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.	15	OCAHO	1388f	2022
Iron Workers Local 455 v. Lake Construction & Development Corporation	7	OCAHO	964	1997
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1091	2003
Jose Proto Alcaraz v. General Motors Corporation	7	OCAHO	962	1997
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	4	OCAHO	636	1994
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
United States v. Westin Galleria & Westin Oaks Hotel	4	OCAHO	701	1994

SANCTIONS

Dismissal of Claims as a Discovery Sanction

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

Dismissal of Complaint Is Extreme Discovery Sanction

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381f 2021

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

SANCTIONS

Ex Parte Communication(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388 2021

Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 645 1994

Exclusion of Representative

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center 10 OCAHO 1131 2009

Lee v. AT&T 7 OCAHO 924 1997

Generally

Aranka M. Palancz v. Cedars Medical Center	3	OCAHO	443	1992
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	341	1991
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	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	274	1990
	2	OCAHO	303	1991
	1	OCAHO	274	1990
	1	OCAHO	202	1990
	2	OCAHO	303	1991
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO	560	1993
United States v. Roberto C. Davila	6	OCAHO	895	1996
United States v. Scandia Interiors, Inc.	1	OCAHO	290	1991
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	409	1992
	2	OCAHO	390	1991
United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products	3	OCAHO	483	1993
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	35	1988

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 OCAHO 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

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

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

SANCTIONS

Order Denying Motion for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Party Misconduct May Warrant Adverse Credibility Finding

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Party Seeking Standards of Conduct Sanctions Must Specifically Identify Alleged Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Penalties

United States v. Enrique Reyes d/b/a King's Produce 4 OCAHO 592 1994

United States v. New China Buffet Restaurant 10 OCAHO 1133 2010

SANCTIONS

Permissible Sanctions for Standards of Conduct Violations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Pro Se

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Sanction of Liability Appropriate For Bad Faith Refusal to Comply With Discovery Obligations

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

SANCTIONS

Sanctions Are Not Available Based on Conduct That Occurred During Mediation

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Sanctions for Loss of Electronically Stored Information That Should Have Been Preserved

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Sanctions for Violating Standards of Conduct Reserved for Particularly Egregious Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Standards of Conduct

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

SANCTIONS

Standards of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

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 OCAHO 743 1995

SEARCH AND SEIZURE

Generally

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

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

SELECTIVE PROSECUTION

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

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

SERVICE OF PROCESS

Abandonment

United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc. 4 OCAHO 656 1994

ALJ Granted Motion to Correct Record to Reflect Accurate Date of Personal Service

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

SERVICE OF PROCESS

ALJ Has Authority to Seek Assistance in Perfecting Service of Complaint

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

ALJ Has Authority to Seek Party Assistance in Perfecting Service of Complaint

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

Him Yeung v. Washington State Department of Licensing	17	OCAHO	1473	2023
Robert Heath v. Vbeyond Corporation and an Anonymous Employer	14	OCAHO	1368a	2020
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418	2022
United States v. Emiliano Rios-Villatoro	14	OCAHO	1364	2020

SERVICE OF PROCESS

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	OCAHO	1388	2021
	15	OCAHO	1388a	2021
In re Investigation of Georgia Institute of Technology	15	OCAHO	1399	2021
Porfirio Sperandio v. United Parcel Service, Inc.	15	OCAHO	1400a	2022
United States v. MRD Landscaping & Maintenance, Corp.	15	OCAHO	1407b	2022
United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC	11	OCAHO	1265	2015
Y.Y. v. Zuora	15	OCAHO	1402b	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

SERVICE OF PROCESS

Certificate of Service

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

United States v. Silverado Stages, Inc. 10 OCAHO 1185 2013

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Y.Y. v. Zuora 15 OCAHO 1402b 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Complainant Perfected Personal Service of Complaint Upon Respondent

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Complaint

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

SERVICE OF PROCESS

DHS Directed to Execute Service of Process

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

Dismissal

United States v. Mayfly Fashion, Inc. 6 OCAHO 894 1996

Ex Parte Communication(s)

Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 645 1994

United States v. Hyatt Regency Lake Tahoe 6 OCAHO 854 1996

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

United States v. Red Lobster 4 OCAHO 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

SERVICE OF PROCESS

If OCAHO Encounters Difficulty Serving the Complaint, ALJ May Direct Party to Execute Service

United States v. Commander Produce, LLC	16	OCAHO	1428	2022

United States v. Emiliano Rios-Villatoro 14 OCAHO 1364 2020

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

SERVICE OF PROCESS

Manner of Service

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

United States v. Silverado Stages, Inc. 10 OCAHO 1185 2013

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Order Directing Complainant to Execute Service of Process

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

SERVICE OF PROCESS

Party Assistance in Perfecting Service

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

Pleadings

Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 645 1994

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Sanford J. Strauss v. Rite Aid Corporation 4 OCAHO 721 1994

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Pro Se

Martin A. Holguin v. Dona Ana Fashions 4 OCAHO 605 1994

SERVICE OF PROCESS

Record Corrected to Reflect Accurate Date of Personal Service

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

Request for Review

United States v. Mitchell Greif, President, Coast Poly, LLC 10 OCAHO 1183 2013

United States v. Silverado Stages, Inc. 10 OCAHO 1185 2013

United States v. Split Rail Fence Company, Inc. 10 OCAHO 1181 2013

Respondent's Refusal to Sign Certificate of Personal Service Does Not Alleviate Responsibility to File Answer

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

16 OCAHO 1431a 2022

SERVICE OF PROCESS

Service of Complaint

Him Yeung v. Washington State Department of Licensing	17	OCAHO	1473	2023
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418	2022
United States v. Commander Produce, LLC	16	OCAHO	1428	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

Service of Complaint Complete Upon Receipt by Addressee

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022

Withdrawal

United States v. Esther Flores-Martinez	4	OCAHO	647	1994

United States v. Nancy Mubarki 5 OCAHO 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 OCAHO 1292 2016

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

ALJ Declined to Require Filing of Settlement Agreement

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

United States v. La Charca, LLC 17 OCAHO 1467 2022

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken 16 OCAHO 1445a 2022

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

United States v. Ruiz Brothers, LLC, d/b/a El Agave 17 OCAHO 1468 2022

SETTLEMENT AGREEMENTS

ALJ Has Discretion to Review Settlement Agreements Entered Into by OCAHO Litigants

United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken 16 OCAHO 1445a 2022

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

ALJ May Require Parties to File Copy of Settlement Agreement

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

United States v. G. George's Restaurant, Inc., d/b/a G. George's 17 OCAHO 1455 2022

United States v. La Charca, LLC 17 OCAHO 1467 2022

United States v. La Parisienne Bakery, LLC	15	OCAHO	1390	2021
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022

SETTLEMENT AGREEMENTS

An Accrued Cause of Action Under 8 U.S.C. Section 1324b May Be Waived as Part of a Settlement Agreement

A.S. v. Discover Financial Services, LLC	12	OCAHO	1292	2016
A.S. v. Neiman Marcus Group	13	OCAHO	1323	2020

Authority and Jurisdiction to Review

Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
United States v. Coastal Transportation, Inc.	1	OCAHO	26	1988
	1	OCAHO	27	1988

United States v. La Luna Azul	1	OCAHO	14	1988
United States v. Marcos Iniguez-Casillas	8	OCAHO	1001	1998
United States v. Old Town Mexican Café	1	OCAHO	15	1988
United States v. Rainbow Steel Company	1	OCAHO	17	1988
United States v. Torres Mexican Food, Inc.	4	OCAHO	596	1994

SETTLEMENT AGREEMENTS

Civil Money Penalty

United States v. Pancho's Mexican Buffet, Inc.	4	OCAHO	632	1994
United States v. Red Lobster	4	OCAHO	631	1994

Collateral Estoppel and Res Judicata Not Applicable to Settlement Agreements

United States v. Split Rail Fence Company, Inc.	11	OCAHO	1216	2015
	11	OCAHO	1216	2014

Defense(s)

United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company 8 OCAHO 1011 1998

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Dismissal

A.S. v. Discover Financial Services, LLC 12 OCAHO 1292 2016

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

Azia Aityahia v. Sabena Airline Training Center, Inc. 9 OCAHO 1122 2006

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

LeEdwards v. Kumagai International USA Corporation 4 OCAHO 609 1994

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

United States v. California Mantel, Inc. 10 OCAHO 1168 2013

United States v. Chinese Back Rub d/b/a Chinese Massage 17 OCAHO 1452 2022

United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes 6 OCAHO 921 1997

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

United States v. G. George's Restaurant, Inc., d/b/a G. George's	17	OCAHO	1455	2022
United States v. IBP, Inc.	5	OCAHO	766	1995
United States v. JR Contractors, Inc.	16	OCAHO	1442	2022
United States v. La Charca, LLC	17	OCAHO	1467	2022
United States v. MRD Landscaping & Maintenance	15	OCAHO	1407d	2023
United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant	16	OCAHO	1441	2022
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Redi-Cut Foods, Inc.	4	OCAHO	659	1994
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461a	2022
United States v. Ruiz Brothers, LLC, d/b/a El Agave	17	OCAHO	1468	2022
United States v. Sahara Wireless International, Inc.	11	OCAHO	1262	2015
United States v. Torres Mexican Food, Inc.	4	OCAHO	596	1994
United States v. Tuesday Line, Inc. d/b/a Captain Jack's	16	OCAHO	1425b	2022

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Dismissal With Prejudice

United States v. JR Contractors, Inc. 16 OCAHO 1442 2022

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Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. G. George's Restaurant, Inc., d/b/a G. George's 17 OCAHO 1455 2022

United States v. La Charca, LLC 17 OCAHO 1467 2022

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant 16 OCAHO 1441 2022

United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken 16 OCAHO 1445a 2022

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461a 2022

United States v. Ruiz Brothers, LLC, d/b/a El Agave 17 OCAHO 1468 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425b 2022

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United States v. American Airlines	8	OCAHO	1044	2000

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Enforcement

A.S. v. Discover Financial Services, LLC	12	OCAHO	1292	2016
A.S. v. Neiman Marcus Group	13	OCAHO	1323	2020
Azia Aityahia v. Sabena Airline Training Center, Inc.	9	OCAHO	1122	2006
Olimpia Tovar v. United States Postal Service	4	OCAHO	650	1994
United States v. California Mantel, Inc.	10	OCAHO	1168	2013
United States v. IBP, Inc.	5	OCAHO	766	1995
United States v. Westin Galleria & Westin Oaks Hotel	4	OCAHO	701	1994

Ex Parte Communication(s)

United States v. Red Lobster	4	OCAHO	631	1994

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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

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A.S. v. Discover Financial Services, LLC	12	OCAHO	1292	2016
Christnie Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	OCAHO	1025	1999
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	363	1991
Salvador Chavarin-Lopez v. Nichols Farms	2	OCAHO	371	1991
United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	OCAHO	244	1990
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	391	1991

United States v. Casa Orozco, Inc.	1	OCAHO	92	1989
United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company	8	OCAHO	1011	1998
United States v. Commander Construction, Inc. t/a Commander Construction Company	1	OCAHO	32	1988
United States v. Francisco's Restaurant, Inc.	1	OCAHO	206	1990
United States v. Galilee Fashions, Inc.	4	OCAHO	697	1994
United States v. James L. Baber and Jeff Baber d/b/a Baber Brothers Farm	2	OCAHO	350	1991
United States v. Jupiter Crab Company Restaurant	1	OCAHO	6	1988
United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO	28	1988
	1	OCAHO	28	1988
United States v. Lectro Tek Services, Inc.	1	OCAHO	172	1990
United States v. Manca Imports, Inc.	2	OCAHO	347	1991
United States v. Old Town Mexican Café	1	OCAHO	10	1988
United States v. Prestige Landscapes	1	OCAHO	11	1988
United States v. Sizzler Restaurants International, Inc.	1	OCAHO	263	1990
United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership	2	OCAHO	349	1991
United States v. Stephen and Christine Sealy	2	OCAHO	362	1991
United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation	3	OCAHO	413	1992

United States v. Turner's Japanese Auto Repair 8 OCAHO 1009 1998

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Christopher Winkler v. Timlin Corporation 6 OCAHO 912 1997

Olimpia Tovar v. United States Postal Service 4 OCAHO 650 1994

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United States v. California Mantel, Inc. 10 OCAHO 1168 2013

Office of Special Counsel/Immigrant and Employee Rights Section

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

United States v. New Mexico State Fair 6 OCAHO 898 1996

SETTLEMENT AGREEMENTS

Parties Orally Provided Notice of Settlement at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Parties That Enter Into Settlement Agreement Shall Follow 28 C.F.R. Section 68.14 to Seek Dismissal

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

Party/Parties

United States v. New Mexico State Fair 6 OCAHO 898 1996

Power of Administrative Law Judge

A.S. v. Discover Financial Services, LLC	12	OCAHO	1292	2016
Azia Aityahia v. Sabena Airline Training Center, Inc.	9	OCAHO	1122	2006
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	3	OCAHO	432	1992
United States v. Casa Orozco, Inc.	1	OCAHO	92	1989
United States v. Enrique Silva d/b/a J.B.'s Night Club	8	OCAHO	1014	1998
United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken	16	OCAHO	1445a	2022
United States v. Ramiro Sanchez-Ochoa	16	OCAHO	1439a	2022
United States v. Sizzler Restaurants International, Inc.	2	OCAHO	325	1991

SETTLEMENT AGREEMENTS

Public Policy Favors the Enforceability of Settlement Agreements

A.S. v. Neiman Marcus Group	13	OCAHO	1323	2020

Settlement Agreement With Consent Findings

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant	15	OCAHO	1403	2021

United States v. Capital Fireproof Door 14 OCAHO 1372a 2022

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United States v. New Mexico State Fair 6 OCAHO 898 1996

SETTLEMENT OFFICER PROGRAM

Explanation of OCAHO's Settlement Officer Program

United States v. MRD Landscaping & Maintenance 15 OCAHO 1407d 2023

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

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Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

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Amended Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423a 2022

Amicus Curiae Ordered to Show Cause Why Leave of ALJ Was Not Requested Before Filing Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Complaint Deemed Abandoned After Failure to Respond to Order to Show Cause

Zaji Obatala Zajrahara v. Li Yong Hong Corporation 17 OCAHO 1472 2023

Discharge of an Order to Show Cause

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Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410a	2022
Syed Faizzan Saghir v. Service Experts	16	OCAHO	1422	2022
United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez	13	OCAHO	1341	2020
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454	2022
United States v. Ferrantino Fuel Corp.	13	OCAHO	1335	2020
United States v. Jesus Jose Torres	13	OCAHO	1347	2020
United States v. Pita Pit Bakery, LLC	13	OCAHO	1339	2020
United States v. Popo's Bar and Restaurant	15	OCAHO	1398	2021
United States v. Sal's Lounge	15	OCAHO	1394c	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
Y.Y. v. Zuora, Inc.	15	OCAHO	1402	2021
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022

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Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

SHOW CAUSE

Failure to Address Concerns In Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

Failure to Respond to An Order to Show Cause May Result in Dismissal of the Complaint

Zaji Obatala Zajrahara v. Li Yong Hong Corporation 17 OCAHO 1472 2023

Failure to Respond to Order for Prehearing Statements

United States v. AMA Repiping, LLC	15	OCAHO	1391	2021
United States v. Ferrantino Fuel Corp.	13	OCAHO	1335	2020
United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
United States v. Sal's Lounge	15	OCAHO	1394b	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC	16	OCAHO	1432	2022

SHOW CAUSE

Failure to Respond to Order to Show Cause May Result in Dismissal of the Complaint

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432b	2022

Failure to Respond to Order to Show Cuse Regarding Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

Failure to Timely File Answer

Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. ABCO Solar, Inc.	17	OCAHO	1465	2022
United States v. Commander Produce, LLC	16	OCAHO	1428a	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457a	2022
United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC	16	OCAHO	1431a	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

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Benjamin Stephen Mackinnon v. The Financial Times	13	OCAHO	1316	2019
United States v. Carlos Antonio Aquino	5	OCAHO	818	1995
United States v. Private Brands Company and Private Brand, Inc.	7	OCAHO	941	1997

Jurisdiction

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

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Liability Based on the Admissions in Respondents' Pleadings

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

OCAHO Precedent Supports Issuing An Order to Show Cause Before Entering Default

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Opportunity to Respond to a Motion to Dismiss All Claims

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 2019

SHOW CAUSE

Opportunity to Respond to ALJ's Potential sua sponte Dismissal

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Order Denying Motion for Order to Show Case As Moot

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Order Discharging Order to Show Cause for Status Report

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

Order Granting Extension of Time to Respond to Order to Show Cause

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423b	2022

SHOW CAUSE

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United States v. Commander Produce, LLC	16	OCAHO	1428b	2022

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United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457b	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC	16	OCAHO	1432	2022

Order to Show Cause For Failure to File Answer

Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. Commander Produce, LLC	16	OCAHO	1428a	2022
United States v. Koy Chinese & Sushi Restaurant	16	OCAHO	1416	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448	2022
United States v. Royal Oak Brewing, Co.	17	OCAHO	1461	2022
United States v. Sal's Lounge	15	OCAHO	1394b	2022
United States v. Steidle Lawn & Landscape, LLC	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks	16	OCAHO	1444a	2022
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Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

SHOW CAUSE

Order to Show Cause for Failure to Respond to Order

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457 2022

SHOW CAUSE

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Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Order to Show Cause for Untimely Answer

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

Order to Show Cause for Untimely Filing Prehearing Statement

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United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC 16 OCAHO 1432 2022

SHOW CAUSE

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Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Order to Show Cause Regarding Answer and Prehearing Statements

United States v. Sal's Lounge 15 OCAHO 1394b 2022

Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

SHOW CAUSE

Order to Show Cause to Amicus Curiae for Failure to Seek Leave of ALJ to File Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Order to Show Cause to Complainant Regarding Amended Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423a 2022

Order to Show Cause Why Complaint Should Not Be Dismissed

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Order to Show Cause Why Request for Hearing Should Not Be Dismissed

United States v. Commander Produce, LLC 16 OCAHO 1428a 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416 2022

United States v. Sal's Lounge 15 OCAHO 1394b 2022

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Persons Protected

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 2019

Response to Order to Show Cause Is Not A de facto Amendment to Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

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Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

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Subject Matter Jurisdiction

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
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022
Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423	2022
	16	OCAHO	1423a	2022
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396a	2022

Subpoena Request

Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395	2021

Timeliness

A.S. v. Amazon WebServices, Inc.	14	OCAHO	1381a	2021
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418b	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410	2022
Sophie Ackermann v. Mindlance, Inc.	17	OCAHO	1462a	2023
United States v. Brian de Jesus Corrales-Hernandez	17	OCAHO	1454	2022
United States v. Jabil Circuit, Inc.	10	OCAHO	1146	2012
United States v. MRD Landscaping & Maintenance Corp.	15	OCAHO	1407c	2022
United States v. Patmo Concrete LLC	17	OCAHO	1448a	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC a/k/a Aljric General Services, LLC	16	OCAHO	1432a	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC, a.k.a. Aljric General Services, LLC	16	OCAHO	1432	2022
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1438	2022

SIXTH AMENDMENT

Generally

United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Israel Velasquez-Tabir	6	OCAHO	872	1996

United States v. Julio Carpio-Lingan 6 OCAHO 871 1996

SIZE OF BUSINESS

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

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. 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

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 OCAHO 1258 2015

United States v. Niche, Inc. 11 OCAHO 1250 2015

SIZE OF BUSINESS

Business Size Not Based on Former Period in Business' History

United States v. Niche, Inc. 11 OCAHO 1250 2015

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

SIZE OF BUSINESS

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

SOVEREIGN IMMUNITY

A State Does Not Waive Sovereign Immunity in All Cases When It Accepts Federal Funds

MD Shakhawat Hossain v. Job Service North Dakota 14 OCAHO 1352 2020

Abandonment

Ping Ruan v. United States Navy 8 OCAHO 1046 2000

Attorney Fees

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

United States v. Zabala Vineyards	6	OCAHO	844	1996
	6	OCAHO	844	1996

SOVEREIGN IMMUNITY

Component of U.S. Department of Defense is Immune From Suit Before OCAHO

Washington Younggil Kim Jung Windsor	12	OCAHO	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	OCAHO	1279	2016

Congress Did Not Abrogate State Sovereign Immunity When It Enacted Section 1324b

Chiaha Ugochi v. North Dakota Department of Human Services	12	OCAHO	1304	2017
MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO	1352	2020
Victor Guerrero v. California Department of Corrections and Rehabilitation	11	OCAHO	1264	2015

Eleventh Amendment

Chiaha Ugochi v. North Dakota Department of Human Services	12	OCAHO	1304	2017
D'Amico v. Erie Community College	7	OCAHO	948	1997
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	2001
Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO	1030	1999
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO	1022	1999
Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	2000
McNier v. San Francisco State University College of Business	7	OCAHO	998	1998
MD Shakhawat Hossain v. Job Service North Dakota	14	OCAHO	1352	2020
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	1997
	7	OCAHO	925	1997
Paul C. Iwuchukwu v. City of Grand Prairie	6	OCAHO	869	1996
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
United States v. New Mexico State Fair	6	OCAHO	898	1996
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO	1042	2000

SOVEREIGN IMMUNITY

Exceptions to State Sovereign Immunity Under the Eleventh Amendment

MD Shakhawat Hossain v. Job Service North Dakota 14 OCAHO 1352 2020

SOVEREIGN IMMUNITY

Federal Government Agencies Are Not Amenable to Suit Under 8 U.S.C. Section 1324b

Washington Younggil Kim Jung Windsor 12 OCAHO 1294 2016

Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center 12 OCAHO 1279 2016

Federal Sovereign Immunity is Generally Presumed Until Established Otherwise

Washington Younggil Kim Jung Windsor 12 OCAHO 1294 2016

Generally

Kasathsko v. Internal Revenue Service 6 OCAHO 840 1996

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos 10 OCAHO 1126 2008

Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville 6 OCAHO 881 1996

Tyrone Robinson v. New York State Family Court	5	OCAHO	814	1995
Washington Younggil Kim Jung Windsor	12	OCAHO	1294	2016
Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center	12	OCAHO	1279	2016

SOVEREIGN IMMUNITY

Injunctive Relief

McNier v. San Francisco State University College of Business	7	OCAHO	998	1998

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

In re Investigation of Miccosukee Resort	9	OCAHO	1114	2004
Yaming Shen v. Defense Language Institute	9	OCAHO	1117	2005

Party Seeking Immunity From Suit Has Burden of Establishing that Eleventh Amendment Applies

Chiaha Ugochi v. North Dakota Department of Human Services	12	OCAHO	1304	2017

MD Shakhawat Hossain v. Job Service North Dakota 14 OCAHO 1352 2020

SOVEREIGN IMMUNITY

Respondent Seeking Immunity Under the Eleventh Amendment Must Prove That It Is a State Entity

MD Shakhawat Hossain v. Job Service North Dakota 14 OCAHO 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 OCAHO 1284 2016

Washington Younggil Kim Jung Windsor 12 OCAHO 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 OCAHO 1264 2015

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 OCAHO 1264 2015

SOVEREIGN IMMUNITY

State's Own Conduct in the Course of Litigation May Operate to Waive Its Sovereign Immunity

Victor Guerrero v. California Department of Corrections and Rehabilitation 11 OCAHO 1264 2015

Subject Matter Jurisdiction

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Massala Prince Reffell v. Prairie View A&M University 9 OCAHO 1057 2000

Ping Ruan v. United States Navy 8 OCAHO 1046 2000

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos 10 OCAHO 1126 2008

Washington Younggil Kim Jung Windsor 12 OCAHO 1294 2016

Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center 12 OCAHO 1279 2016

SOVEREIGN IMMUNITY

Suit Against Government Official Acting in Official Capacity Is Covered By Sovereign Immunity

Washington Younggil Kim Jung Windsor 12 OCAHO 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 OCAHO 1284 2016

Washington Younggil Kim Jung Windsor 12 OCAHO 1294 2016

Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center 12 OCAHO 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 1284 2016

Waiver

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

McNier v. San Francisco State University College of Business 7 OCAHO 998 1998

SPOLIATION

Bad Faith Required for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Definition

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

No Finding of Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

STANDING

Alien(s)

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

STANDING

Intending Citizen

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
Esther Din Brooks v. KNK Textile	3	OCAHO	545	1993
Ironsi C. Ndusorouwa v. Prepared Foods, Inc.	1	OCAHO	192	1990
United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989
United States v. Southwest Marine Corporation, a California Corporation	2	OCAHO	400	1989

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Office of Special Counsel/Immigrant and Employee Rights Section

Jaycee George v. Bridgeport Jai-Alai, Inc.	3	OCAHO	537	1993
United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989

Permanent Resident

Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Miguel A. Gallegos v. Magna-View, Inc.	4	OCAHO	619	1994

Persons Protected

Olatunji Moshood Fakunmoju v. Claims Administration Corporation	4	OCAHO	624	1994

STANDING

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 OCAHO 1119 2005

Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 2005

STARE DECISIS

Generally

United States v. Citizen's Utilities Company, Inc., Telephone Division 1 OCAHO 109 1989

STATISTICAL PROOF OF DISCRIMINATION

Discriminatory Intent May By Inferred From Statistical Evidence

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

Gross Statistical Disparity May Be Prima Facie Proof of Pattern or Practice of Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

May Be Rebutted By Showing That Resolving a Flaw in Statistics Eliminates Disparity

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

Statistical Disparities Over Two or Three Standard Deviations May Indicate Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

STATISTICAL PROOF OF DISCRIMINATION

Statistics May Show Employer's Justification Is Pretextual

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

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Access To and Release Of IER Records Governed by FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Attorney Fees

Chand Wije v. Barton Springs/Edwards Aquifier C.D. 5 OCAHO 785 1995

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 2006

United States v. Auburn University 4 OCAHO 646 1994

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

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Back Pay

United States v. Redi-Cut Foods, Inc.	4	OCAHO	659	1994

Civil Money Penalty

United States v. Armando Alvarez-Suarez	4	OCAHO	655	1994
United States v. El Azteca Dunkirk, Inc.	10	OCAHO	1172	2013
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	OCAHO	1192	2013
United States v. Red Lobster	4	OCAHO	631	1994
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	1996

Complaint

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648 1994

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Defense(s)

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

Deportation

United States v. Oscar Eduardo Villatoro-Guzman 4 OCAHO 652 1994

Document Abuse

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

United States v. Robison Fruit Ranch, Inc. 6 OCAHO 855 1996

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 5 OCAHO 748 1995

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Freedom of Information Act (FOIA)

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022

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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

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Hire/Hiring

Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	661	1994

Jurisdiction

Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	1995
Elizabeth S. Mengarpuan v. Asbury Methodist Village	4	OCAHO	612	1994
Glauco Luiz Ortolano v. Wordperfect Company	4	OCAHO	716	1994
Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering	4	OCAHO	648	1994
Marcos Valencio v. VASP Brazilian Airlines	5	OCAHO	740	1995
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	1994
Martin Flores v. Logan Foods Company	6	OCAHO	874	1995
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997

Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.	6	OCAHO	850	1996
United States v. Monfort, Inc.	4	OCAHO	597	1994
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

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Legislative History

United States v. Guardsmark	3	OCAHO	572	1993
United States v. Robison Fruit Ranch, Inc.	4	OCAHO	594	1994

Naturalization

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414d	2022

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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	OCAHO	1190	2013

Party/Parties

United States v. Auburn University	4	OCAHO	646	1994

Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

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Protected Individual

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Recruitment Violation

Unauthorized

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

5 OCAHO 760 1995

Retaliation

Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 668 1994

Jose Danilo Cruz v. Able Service Contractors, Inc. 6 OCAHO 837 1996

United States v. Hotel Martha Washington Corporation 5 OCAHO 786 1995

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Review of Final Orders

Florinda Kattan v. Union League Club of Chicago 4 OCAHO 599 1994

Single-Filing Rule

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

Statistics May Show Employer's Justification Is Pretextual

Unauthorized

United States v. H&H Saguaro Specialists 10 OCAHO 1147 2012

10 OCAHO 1147 2012

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Statute of Limitations

United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	755	1995

Statutory Interpretation

Joan A. Lardy v. United Airlines, Inc.	4	OCAHO	595	1994
Kasathsko v. Internal Revenue Service	6	OCAHO	840	1996
Nripendra S. Dhillon v. Regents of the University of California	3	OCAHO	497	1993
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	2008
Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation	1	OCAHO	107	1989
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO	1115	2005
United States v. Mesa Airlines	1	OCAHO	74	1989
	1	OCAHO	74	1989

United States v. Robison Fruit Ranch, Inc. 4 OCAHO 594 1994

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Substantial Compliance

United States v. Northern Michigan Fruit Company 4 OCAHO 667 1994

Timeframe to File Private Right of Action Under 8 U.S.C. Section 1324b

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

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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 6 OCAHO 891 1996

5 OCAHO 726 1995

4 OCAHO 710 1994

Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation 4 OCAHO 711 1994

STATUTE OF LIMITATIONS

Accrual Date of a Paperwork Violation Depends on the Specific Violation

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Charge

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc. 3 OCAHO 548 1993

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

Jorge Mario Ipina v. Michigan Department of Labor 2 OCAHO 386 1991

Jose R. Lima v. New York City Department of Education 10 OCAHO 1128 2009

10 OCAHO 1128 2009

Joseph E. Sabol v. Northern Michigan University 9 OCAHO 1107 2004

Julian Sahagun v. Bend-Pack, Inc.	5	OCAHO	809	1995
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	466	1992
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. Auburn University	4	OCAHO	617	1994
	4	OCAHO	602	1994
United States v. Frank's Meat Company, a Sole Proprietorship	3	OCAHO	513	1993
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO	695	1994
	4	OCAHO	653	1994

STATUTE OF LIMITATIONS

Complaint is Timely If Filed Within Five Years of the Date a Violation First Accrues

United States v. Leed Construction, Megan Burkholder	11	OCAHO	1237	2014
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
United States v. Visiontron Corp.	13	OCAHO	1348	2020

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 OCAHO 1357 2020

STATUTE OF LIMITATIONS

Each Discrete Retaliatory Action Starts a New Clock For Filing a Charge With IER

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Employer Sanctions Cases

United States v. Curran Engineering Company, Inc. 7 OCAHO 975 1997

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Equitable Estoppel

Roman Udala v. New York State Department of Education	4	OCAHO	633	1994

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Equitable Tolling

Bienvenido Antonio Thompson v. Prestige Towing Services	13	OCAHO	1309	2018
Ephrain Manuel Berlanga v. Butterball Company	4	OCAHO	669	1994
Galdino Casillas Garcia v. McCarron Electric Company	5	OCAHO	747	1995
Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority	13	OCAHO	1306a	2018
	13	OCAHO	1306	2017
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
Jose N. Hernandez v. City of Santa Ana	4	OCAHO	674	1994
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	600	1994
Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.	13	OCAHO	1308	2018

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

United States v. Workrite Uniform Company, Inc. 5 OCAHO 736 1995

STATUTE OF LIMITATIONS

Failure to Prepare or Present Forms I-9 Is A Continuing Violation

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 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

7 OCAHO 936 1997

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Generally

Jose R. Lima v. New York City Department of Education 10 OCAHO 1128 2009

10 OCAHO 1128 2009

United States v. Charo's Corporation d/b/a Charo's Restaurant 3 OCAHO 467 1992

United States v. Felipe De Leon-Valenzuela 8 OCAHO 1004 1998

United States v. Roberto C. Davila 7 OCAHO 936 1997

7 OCAHO 936 1997

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Last Possible Accrual Date for Knowing Hire Violations is Date That Employee is Terminated

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

Letter of Determination

Jose R. Lima v. New York City Department of Education 10 OCAHO 1128 2009

10 OCAHO 1128 2009

Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	OCAHO	1188	2013
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	OCAHO	900	1996
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Workrite Uniform Company, Inc.	5	OCAHO	755	1995

STATUTE OF LIMITATIONS

Memorandum of Understanding (MOU)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370	2020
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
United States v. Auburn University	4	OCAHO	617	1994

Paperwork Requirement(s)/Violation(s)

United States v. Naim Ojeil & Samoeil Ishk	7	OCAHO	984	1998

Paperwork Violations for Failure to Timely Prepare a Form I-9 Cannot Be Cured

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

STATUTE OF LIMITATIONS

Statute of Limitations Is Not A Jurisdictional Bar to Consideration of a Section 1324b Claim

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority 13 OCAHO 1306a 2018

13 OCAHO 1306 2017

Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

STAY OF ENFORCEMENT OF AGENCY ORDER

ALJ Considers Four Well-Established Factors in Evaluating Request for Stay of Agency's Own Order

	United States v. Frimmel Management, LLC	12	OCAHO	1271	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
STAY OF ENFORCEMENT OF AGENCY ORDER					
Generally					
	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

OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial 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

STAY OF PROCEEDINGS

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418a 2022

Adjudication of Other Motions Deferred Pending Adjudication of Motion for Voluntary Dismissal

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

STAY OF PROCEEDINGS

ALJ May Issue Stay of Proceedings Sua Sponte

Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

Court's Inherent Power to Stay Proceedings

A.S. v. Amazon Web Services, Inc.	14	OCAHO	1381o	2022
Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

STAY OF PROCEEDINGS

Definition

Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

STAY OF PROCEEDINGS

Generally

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	363	1991
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	450	1992
United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio	4	OCAHO	719	1994
United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center	1	OCAHO	135	1990
United States v. DAR Distributing, Inc. d/b/a DAR Cabinets	1	OCAHO	60	1989
United States v. Pedro Dominguez	7	OCAHO	973	1997
United States v. PPJV, Inc. d/b/a Publishers Press	2	OCAHO	373	1991
United States v. United Pottery Manufacturing & Accessories, Inc.	1	OCAHO	57	1989
	1	OCAHO	51	1989

Order Issuing Stay of Proceedings

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc	15	OCAHO	1388g	2022
Cassandra Monty v. USA2Go Quick Stores	16	OCAHO	1443	2022
Mabel Liliana Rodriguez Garcia v. Farm Stores	17	OCAHO	1449	2022
Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022
Robert Heath v. Amazee Global Ventures	16	OCAHO	1433a	2022
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385d	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395c	2022
	15	OCAHO	1395b	2022
Robert Heath v. Government System Technologies, Inc.	16	OCAHO	1437a	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Infosoft Solutions	16	OCAHO	1447	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434a	2022
Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022
Zaji Obatala Zajradhara v. Aljeric General Services, LLC	16	OCAHO	1432c	2023
Zaji Obatala Zajradhara v. HDH Co., Ltd.	16	OCAHO	1417c	2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.	16	OCAHO	1423c	2023
Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.	15	OCAHO	1396b	2022
Zaji Obatala Zajrahara v. Li Yong Hong Corporation	17	OCAHO	1472	2023

STAY OF PROCEEDINGS

Order Issuing Stay of Proceesings

Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. Euclid Innovations	16	OCAHO	1418a	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

Stay of Proceedings Appropriate If Final Case Disposition May Be Imminent

Nitin Degaonkar v. Infosys Limited	15	OCAHO	1393a	2022

Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare 14 OCAHO 1371a 2022

STAY OF PROCEEDINGS

Stay of Proceedings Appropriate If Neither Party Will Suffer Prejudice

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418a 2022

Stay of Proceedings Appropriate When It Serves the Interests of Judicial Economy and Efficiency

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

Stay of Proceedings As To National Origin Discrimination Claim

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Stay of Proceedings Issued After Complaint Was Deemed Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation 17 OCAHO 1472 2023

STAY OF PROCEEDINGS

Stay of Proceedings Issued Pending Unopposed Motion to Dismiss With Prejudice

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

Stay of Proceedings May Be Issued When Dismissal May Be Imminent

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Stay of Proceedings Pending Adjudication of Motion to Dismiss

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Nitin Degaonkar v. Infosys Limited 15 OCAHO 1393a 2022

Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare	14	OCAHO	1371a	2022
Tareq Ziad Fouad Zakarneh v. Intel Corporation	16	OCAHO	1414e	2022

STAY OF PROCEEDINGS

Stay of Proceedings Pending Disposition of Motion for Summary Decision

Cassandra Monty v. USA2Go Quick Stores	16	OCAHO	1443	2022

Stay of Proceedings Requires Exercise of Judgment That Weighs Interests & Maintains Even Balance

Robert Heath v. Amazee Global Ventures, Inc.	16	OCAHO	1433	2022
Robert Heath v. Consultadd and an Anonymous Employer	15	OCAHO	1395b	2022
Robert Heath v. Government Systems Technologies, Inc.	16	OCAHO	1437	2022
Robert Heath v. Smart Works, LLC	16	OCAHO	1434	2022
Robert Paul Heath v. I-Services, Inc.	15	OCAHO	1413a	2022
Robert Paul Heath v. Niha Technologies, Inc.	16	OCAHO	1427	2022
Robert Paul Heath v. Tringapps, Inc.	15	OCAHO	1410b	2022

STAY OF PROCEEDINGS

Stay of Proceedings Requires Exercise of Judgment That Weights Interests & Maintains Even Balance

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418a 2022

SUBPOENAS

ALJ Has Authority to Make Changes to Subpoena

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

ALJ May Decline to Issue Subpoena If Listed Dates Leave Insufficient Time to Challenge Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

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

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363a 2020

SUBPOENAS

Burden of Proof

In re Investigation of Modern Maintenance, Subpoena 2 OCAHO 359 1990

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Completed Subpoena Form Must Adhere to Procedural Requirements

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Completed Subpoena Form Must State With Particularity the Persons or Things to be Subpoenaed

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Compliance

In re Investigation of Conoco, Inc., Subpoena	8	OCAHO	1048	2000
	8	OCAHO	1048	2000
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO	751	1995
In re Investigation of Norfolk Public Schools, Subpoena	4	OCAHO	621	1994
In re Investigation of University of South Florida, Subpoena	8	OCAHO	1056	2000
In re Investigation of Wal-Mart Stores, Subpoena	5	OCAHO	754	1995
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	643	1994
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995

SUBPOENAS

Contents of a Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

Dates Listed on Subpoena Request Form

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

SUBPOENAS

Definiteness of Subpoena

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Directions for Obtaining a Subpoena

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

District Court Authority to Order Compliance and Find 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

SUBPOENAS

Evidence Obtained by Unauthorized Subpoenas Not Considered

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.	14	OCAHO	1370b	2021

Failure to Address Concerns In Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022

Form I-9

United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016

SUBPOENAS

Generally

Elizabeth Klimas v. Department of Treasury	3	OCAHO	404	1992
In re Investigation of ABM Industries, Subpoena	5	OCAHO	763	1995
In re Investigation of Carolina Employers Association, Subpoena	3	OCAHO	455	1992
In re Investigation of Chan's Apparel, Subpoena	1	OCAHO	1	1988
In re Investigation of Conoco, Inc., Subpoena	8	OCAHO	1048	2000
	8	OCAHO	1048	2000
	8	OCAHO	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	428	1992
In re Investigation of Hyatt Regency Lake Tahoe, Subpoena	5	OCAHO	751	1995
In re Investigation of Norfolk Public Schools, Subpoena	4	OCAHO	621	1994
In re Investigation of Seafarers International Union, Subpoena	3	OCAHO	498	1993
In re Investigation of South Florida Tomato & Vegetable Growers Association, Subpoena	1	OCAHO	237	1990
In re Investigation of Strano Farms, Subpoena	3	OCAHO	521	1993

In re Investigation of Taiwan Restaurant, Subpoena	3	OCAHO	431	1992
In re Investigation of Wal-Mart Stores, Subpoena	5	OCAHO	754	1995
In Re Investigation of: NHS Human Services	10	OCAHO	1198	2013
James D. Westendorf v. Brown & Root, Inc.	3	OCAHO	405	1992
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
	9	OCAHO	1084	2002
Leonid Naginsky v. Department of Defense	5	OCAHO	813	1995
United States v. Armando Alvarez-Suarez	4	OCAHO	651	1994
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	1990
United States v. Creation & Innovation	3	OCAHO	527	1993
United States v. Edith Fine	1	OCAHO	89	1989
United States v. Harris Ranch Beef Company	2	OCAHO	302	1991
United States v. Ideal Tortilla Factory, Inc.	2	OCAHO	366	1991
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	212	1990
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	1990
	2	OCAHO	303	1991
	1	OCAHO	274	1990

United States v. Nu Look Cleaners of Pembroke Pines, Inc.	2	OCAHO	303	1991
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	1995
United States v. Rosario Strano d/b/a Strano Farms	3	OCAHO	531	1993
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	412	1993

SUBPOENAS

Granting Requested Subpoena is Discretionary

Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

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

It Is Improper to Seek a Subpoena for Opposing Party to Obtain Discovery Responses

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363 2020

SUBPOENAS

Jurisdiction

In re Investigation of Miccosukee Resort 9 OCAHO 1114 2004

In re Investigation of University of South Florida, Subpoena 8 OCAHO 1055 2000

Motion for Administrative Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Motion(s) to Quash

In re Investigation of Conoco, Inc., Subpoena 8 OCAHO 1048 2000

8 OCAHO 1048 2000

In re Investigation of Henson Aviation, Subpoena 3 OCAHO 488 1993

In re Investigation of Modern Maintenance, Subpoena 2 OCAHO 359 1990

In re Investigation of Tropicana Casino & Resort, Subpoena 9 OCAHO 1060 2000

SUBPOENAS

OCAHO ALJs May Issue Subpoenas Upon a Party's Request

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363b 2020

OCAHO Rules Do Not Contain a Provision for Fees In Conjunction With Production of Documents

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363b 2020

OCAHO Subpoena Form Is Sole Way for Party to Request ALJ Issue a Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

SUBPOENAS

Office of Special Counsel/Immigrant and Employee Rights Section

Denial

In re Investigation of Swift & Co., Subpoena 9 OCAHO 1058 2000

Order Denying Motion to Approve Subpoena

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Party Requesting Subpoena Directed At Non-Party Must Give Notice to All Parties

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

SUBPOENAS

Party Requesting Subpoena Has Burden of Proof to Establish Relevance

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Party Requesting Subpoena Must Sign Subpoena Request Form

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Party Seeking Subpoena For Testimony Should Indicate Willingness to Pay Fees for Witness Travel

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 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	OCAHO	1114	2004
In re Investigation of University of South Florida, Subpoena	8	OCAHO	1055	2000
In Re Investigation of: NHS Human Services	10	OCAHO	1198	2013
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1087	2002
	9	OCAHO	1084	2002
Zaji Obatala Zajradhara v. Gig Partners	14	OCAHO	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

SUBPOENAS

Petitioner Bears Burden of Proving that an Administrative Subpoena is Unduly Burdensome

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Purpose of Subpoenas

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Refusal to Comply

In re Investigation of Creative Resource Personnel, Inc. 12 OCAHO 1299 2017

In Re Investigation of: NHS Human Services 10 OCAHO 1198 2013

Relevance

In re Investigation of University of South Florida, Subpoena	8	OCAHO	1055	2000
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

SUBPOENAS

Relevance of Information Sought

In Re Investigation of: NHS Human Services	10	OCAHO	1198	2013
In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X	14	OCAHO	1378	2020
Robert Heath v. ASTA CRS, Inc.	14	OCAHO	1385c	2021
Robert Heath v. ConsultAdd and an Anonymous Employer	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
Zaji Obatala Zajradhara v. E-Supply Enterprises	16	OCAHO	1417b	2022

Requesting Party Must Make Showing of General Relevance and Reasonable Scope

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

SUBPOENAS

Required Criteria for Enforcement

In Re Investigation of: NHS Human Services 10 OCAHO 1198 2013

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Requirements for Enforcement of an Administrative Subpoena

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

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

SUBPOENAS

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

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363b 2020

Subpoena Form Contains Instructions

Zaji Obatala Zajradhara v, CL Corporation 16 OCAHO 1429 2022

Subpoena Is Appropriate Avenue for Obtaining Discovery From Non-Parties

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

SUBPOENAS

Subpoena Requires ALJ's Signature

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Subpoena Unduly Burdensome If It Would Seriously Disrupt Normal Business Operations

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Subpoenas Cannot Compel Responses to Interrogatories

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Subpoenas Require Party to Seek Leave of the Court

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

SUBPOENAS

Unauthorized Subpoena

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 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 OCAHO 1191 2013

Creation of False Section 2 Attestations Is Substantive Violation

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Generally

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 886 1996

United States v. El Paso Hospitality, Inc.	5	OCAHO	737	1995
United States v. Jonel, Inc.	7	OCAHO	967	1997
United States v. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	2011
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	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

SUBSTANTIAL COMPLIANCE

Paperwork Requirement(s)/Violation(s)

United States v. BKR Restaurants, LLC d/b/a Burger King	10	OCAHO	1154	2012
United States v. Fortune East Fashion, Inc.	7	OCAHO	977	1997
United States v. Jonel, Inc.	7	OCAHO	967	1997
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	1997
United States v. Ronning Landscaping, Inc.	10	OCAHO	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	OCAHO	1242	2015

Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. Durable, Inc.	11	OCAHO	1229	2014
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	10	OCAHO	1214	2014

Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

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

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 Packaging 11 OCAHO 1253 2015

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

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Failure to Provide Issuing Authority for Form I-9 List B Document Is Substantive Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016
United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	2015

Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation

United States v. Dr. Robert Schaus, D.D.S.	11	OCAHO	1239	2014
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016

Government Not Required to Provide Notice and Correction Period for Substantive Violations

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Notice and Correction Period Required for Technical/Procedural Failures Before Imposing Penalty

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

SUMMARY DECISION

Abandonment

Florinda Kattan v. Union League Club of Chicago 4 OCAHO 599 1994

United States v. McDonnell Douglas Corporation 4 OCAHO 616 1994

United States v. Private Brands Company and Private Brand, Inc. 7 OCAHO 941 1997

Admission(s)

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	742	1995
	4	OCAHO	718	1994
United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission	15	OCAHO	1408	2021
United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Karnival Fashion, Inc.	5	OCAHO	769	1995
United States v. Maria Sourovova	7	OCAHO	987	1998
United States v. Maverick Construction LLC	15	OCAHO	1405	2021
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	615	1994
United States v. Ricardo Calderon, Inc.	5	OCAHO	805	1995
United States v. Spring & Soon Fashion, Inc.	8	OCAHO	1003	1998
United States v. Tri-Component Product Corporation	5	OCAHO	821	1995

SUMMARY DECISION

Affidavit(s)

Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
Corneliu Curuta v. Tomball College	9	OCAHO	1099	2003
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Martha Diaz v. Pacific Maritime Association	9	OCAHO	1108	2004
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. 1010 Morris Avenue Food Corporation	6	OCAHO	885	1996
United States v. IBP, Inc.	8	OCAHO	1021	1999
United States v. Jonel, Inc.	7	OCAHO	967	1997
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1040	2000
	8	OCAHO	1040	2000
Zaji Obatala Zajradhara	14	OCAHO	1363c	2021
	14	OCAHO	1363c	2021

SUMMARY DECISION

ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

SUMMARY DECISION

ALJ Declined to Consider Prehearing Statement as Response to Motion for Summary Decision

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

ALJ May Consider Admissions on File for the Basis of Summary Decision

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

ALJ May Defer Resolution of Motion for Summary Decision Pending Discovery

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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	OCAHO	1376	2020
Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
United States v. Agri-Systems d/b/a ASI Industrial	12	OCAHO	1301	2017
United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349	2020
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. Edgemont Group, LLC	17	OCAHO	1470	2022
United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.	12	OCAHO	1276	2016
United States v. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. Lazy Days South, Inc.	13	OCAHO	1322	2020
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	OCAHO	1359a	2021
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. R2M2 Rebar & Stressing, Inc.	14	OCAHO	1357	2020
United States v. Senox Corporation	11	OCAHO	1219	2014

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 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 OCAHO 1268 2016

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

Asserting Fact At Summary Decision Requires Citations to Particular Material in the Record

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Blanket Denial of Liability Not Sufficient to Show That Genuine Issues of Material Fact Exist

United States v. Cawoods Produce, Inc.	12	OCAHO	1280	2016
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016

SUMMARY DECISION

Civil Money Penalty

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. Jula888, LLC d/b/a Para Tacos La Chilanga	12	OCAHO	1286	2016
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. Private Brands Company and Private Brand, Inc.	7	OCAHO	941	1997
United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021
United States v. Walden Station, Inc.	8	OCAHO	1053	2000

Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

SUMMARY DECISION

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

Consequences of Failing to Support or Rebut Fact at Summary Decision Stage

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Conversion from Motion to Dismiss

Benjamin Barone v. Superior Washer and Gasket Corp. 10 OCAHO 1176 2013

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc. 12 OCAHO 1291 2016

SUMMARY DECISION

Cross Motions for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Damages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Deadline to Respond to Motion for Summary Decision

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Discovery

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	635	1994
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	638	1994
United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.	6	OCAHO	900	1996

SUMMARY DECISION

Document Abuse

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021

Document Fraud

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349a	2020
United States v. Leticia Velarde	14	OCAHO	1384	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380a	2021

Documentary Evidence

Celia Simon v. Ingram Micro, Inc. 9 OCAHO 1088 2003

SUMMARY DECISION

Documentary Evidence Together With Proposed Stipulations May Be Sufficient to Establish Liability

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

Evidence

Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 635 1994

Chao v. McDonnell Douglas Corporation 6 OCAHO 824 1995

Corneliu Curuta v. Tomball College 9 OCAHO 1099 2003

Dinko Sefic v. Marconi Wireless 9 OCAHO 1123 2007

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 2003

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 2003

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1050 2000

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1110 2004

Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Lydia Annella Anderson v. Newark Public Schools	8	OCAHO	1024	1999
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
R.S. v. Lattice Semiconductor	14	OCAHO	1362c	2022
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. H&H Saguaro Specialists	10	OCAHO	1144	2012
United States v. IBP, Inc.	8	OCAHO	1021	1999
United States v. Jonel, Inc.	7	OCAHO	967	1997
United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo	14	OCAHO	1359a	2021
United States v. McDonnell Douglas Corporation	4	OCAHO	676	1994
United States v. New China Buffet Restaurant	10	OCAHO	1133	2010
United States v. Samuel Tominiyi Fasakin	14	OCAHO	1375	2020
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
United States v. Siwan & Brothers, Inc. d/b/a Subway #37616	10	OCAHO	1178	2013
United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095	10	OCAHO	1179	2013

United States v. Stanford Sign and Awning, Inc. 10 OCAHO 1145 2012

United States v. Walden Station, Inc. 8 OCAHO 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 OCAHO 1354 2020

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

14 OCAHO 1380a 2021

Zaji Obatala Zajradhara 14 OCAHO 1363c 2021

Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party

United States v. Foothill Packing, Inc. 11 OCAHO 1240 2015

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons	3	OCAHO	577	1993
Albert Gimein v. Department of Defense & Grumman Aerospace Corporation	3	OCAHO	503	1993
Amadeo Gonzalez v. Phoenix Motor Company	3	OCAHO	410	1992
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	6	OCAHO	824	1995
Dinko Sefic v. Marconi Wireless	9	OCAHO	1123	2007
Dolores Garcia Contreras v. Cascade Fruit Company	9	OCAHO	1090	2003
Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center	8	OCAHO	1050	2000
Esther Din Brooks v. KNK Textile	3	OCAHO	528	1993
Esther Din Brooks v. Watts Window World	3	OCAHO	570	1993
Florinda Kattan v. Union League Club of Chicago	3	OCAHO	586	1993
Gabriel Niyi Adepitan v. United States Postal Service	3	OCAHO	416	1991

Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	1993
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Hector Cascante v. Kayak Club	1	OCAHO	199	1990
Jack Huang v. Queens Motel	2	OCAHO	364	1991
Jaime Banuelos v. Transportation Leasing Company	1	OCAHO	255	1990
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1093	2003
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO	524	1993
John C. Grodzki v. OOCL, Inc.	1	OCAHO	295	1991
John R. Alvarez v. Interstate Highway Construction	3	OCAHO	430	1992
Juan J. Salcido v. New-Way Pork Company	3	OCAHO	425	1992
Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.	9	OCAHO	1081	2002
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
Margarita Yefremov v. New York City Department of Transportation	3	OCAHO	466	1992
Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.	3	OCAHO	418	1992
Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC	10	OCAHO	1134	2010
Mr. Doron Tal v. M. L. Energia, Inc.	3	OCAHO	519	1993
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004

Omar Egal v. Sears Roebuck & Company	3	OCAHO	442	1992
Programmer's Guild, Inc. v. Value Consulting, Inc.	10	OCAHO	1135	2010
Rosa Isela Olivares Aguirre v. KDI American Products, Inc.	6	OCAHO	882	1996
Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales	3	OCAHO	458	1992
Sargon Bethishou v. Ohmite Manufacturing Company	1	OCAHO	77	1989
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO	383	1991
United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	1994
United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	OCAHO	219	1990
United States v. Aegis Fashion, Inc.	1	OCAHO	239	1990
United States v. Aid Maintenance Company, Inc.	6	OCAHO	893	1996
United States v. Alberta Sosa, Inc.	5	OCAHO	739	1995
United States v. Alberto Noriega-Perez	5	OCAHO	811	1995
United States v. Alvand, Inc. d/b/a 410 Diner	1	OCAHO	296	1991
United States v. American McNair, Inc.	1	OCAHO	167	1990
United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO	828	1995
	6	OCAHO	828	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	4	OCAHO	718	1994
United States v. A-Plus Roofing, Inc.	1	OCAHO	209	1990
United States v. Armando Palacio d/b/a La Bahia Restaurant	1	OCAHO	230	1990
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO	133	1990
United States v. Broadway Tire, Inc.	2	OCAHO	310	1991
United States v. Camidor Properties, Inc.	1	OCAHO	299	1991
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO	305	1991
United States v. Chesters Restaurants, Inc. d/b/a La Cabana Restaurant	1	OCAHO	113	1989
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994
United States v. Citizen's Utilities Company, Inc., Telephone Division	1	OCAHO	109	1989
United States v. Continental Sports Corporation	5	OCAHO	799	1995
	5	OCAHO	799	1995
United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center	1	OCAHO	135	1990
United States v. Cristina Galeas	5	OCAHO	790	1995
United States v. Culinary Artistry, Inc. d/b/a Footer's Catering	1	OCAHO	217	1990
United States v. Cyrus Kiani d/b/a Copies, Etc.	1	OCAHO	165	1990
United States v. De Luca's Market	8	OCAHO	1039	1999

United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010
United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery	1	OCAHO	256	1990
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	OCAHO	342	1991
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	1992
United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.	3	OCAHO	417	1992
United States v. Elder Jerez d/b/a Green Scaping	3	OCAHO	420	1992
United States v. Elsinore Manufacturing, Inc.	1	OCAHO	13	1988
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	OCAHO	360	1991
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. Felipe De Leon-Valenzuela	7	OCAHO	993	1998
United States v. Giamblis Enterprises	5	OCAHO	817	1995
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO	321	1991
United States v. Halshan, Inc. d/b/a California Pacific	1	OCAHO	278	1990
United States v. Harris Ranch Beef Company	2	OCAHO	335	1991
United States v. Hilario Rodriguez, Jr.	1	OCAHO	276	1990
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	298	1991

United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO	195	1990
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	OCAHO	851	1996
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	OCAHO	287	1991
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	1993
United States v. Juan V. Acevedo	1	OCAHO	95	1989
United States v. Kangaroo Express of Pueblo	3	OCAHO	581	1993
United States v. Kumar	6	OCAHO	833	1996
	6	OCAHO	833	1996
United States v. L&M Tire Company, Inc.	1	OCAHO	134	1990
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO	712	1994
United States v. Lambok Sihombing	7	OCAHO	944	1997
United States v. Leonor Yolanda Ortiz	6	OCAHO	863	1996
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO	414	1992
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	267	1990
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	1989
United States v. Maria Esther Lemus d/b/a Rancho Lemus	3	OCAHO	421	1992

United States v. Maria Sourovova	7	OCAHO	987	1998
United States v. Mario Saikhon, Inc.	1	OCAHO	279	1990
United States v. Marisol Chavez-Ramirez	5	OCAHO	774	1995
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO	865	1996
United States v. Martin Palominos-Talavera	6	OCAHO	896	1996
United States v. Martina Limon-Perez	5	OCAHO	796	1995
United States v. Neighbors of Hawaii d/b/a Tower of Power	1	OCAHO	262	1990
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	1996
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	1991
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	1990
	2	OCAHO	303	1991
	1	OCAHO	274	1990
	2	OCAHO	303	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

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	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	297	1991
	1	OCAHO	245	1990
United States v. The Beverly Center	5	OCAHO	762	1995
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	412	1993

United States v. Tri-Component Product Corporation	5	OCAHO	821	1995
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	409	1992
United States v. USA Café	1	OCAHO	42	1989
United States v. Valencia Bar & Liquors, Inc.	7	OCAHO	995	1998
United States v. Walia's, Inc. d/b/a Walia's Restaurant	1	OCAHO	122	1990
United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products	3	OCAHO	483	1993
United States v. Weymoor Investments, Limited	1	OCAHO	56	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. Yin Tien Chen, Individually and Winning Orchards, LLC	9	OCAHO	1092	2003
Wisniewski v. Douglas County School System	1	OCAHO	29	1988
Zelleka Getahun v. DuPont Merck Pharmaceutical Company	8	OCAHO	1029	1999

SUMMARY DECISION

Hearsay Evidence

Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	2003
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	1994

United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 2010

SUMMARY DECISION

Issue Is Material If It Might Affect the Outcome of the Case and Must Inevitably Be Decided

United States v. Agri-Systems d/b/a ASI Industrial 12 OCAHO 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. 13 OCAHO 1321a 2019

United States v. Agri-Systems d/b/a ASI Industrial 12 OCAHO 1301 2017

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

Jurisdiction

Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante	7	OCAHO	970	1997
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

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Knowledge

Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	2009
United States v. Felipe De Leon-Valenzuela	7	OCAHO	993	1998
United States v. Haim Co., Inc.	7	OCAHO	988	1998

Liability

United States v. American Terrazzo Corporation d/b/a John Delallo Foods	6	OCAHO	828	1995
	6	OCAHO	828	1995
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	1995
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	2003
United States v. DJ Drywall, Inc.	10	OCAHO	1136	2010

United States v. Golden Employment Group, Inc.	12	OCAHO	1274	2016
United States v. Intelli Transport Services, Inc.	13	OCAHO	1319	2019
United States v. International Packaging, Inc.	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.	6	OCAHO	851	1996

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Liability Conceded

United States v. Psychosomatic Fitness LLC	14	OCAHO	1387a	2021

Modification(s)

Sufficiency

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO	760	1995
	5	OCAHO	760	1995

Motion for Summary Decision and Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

SUMMARY DECISION

Motion for Summary Decision Treated As Motion to Dismiss

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Motion to Dismiss Treated As Motion for Summary Decision Where Evidence Outside Pleadings is Considered

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332g 2020

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 2015

11 OCAHO 1216 2014

Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg	15	OCAHO	1409	2021
United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles	12	OCAHO	1281	2016
United States v. Edgemont Group, LLC	17	OCAHO	1470	2022
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. 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. 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. Maverick Construction LLC	15	OCAHO	1405	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

SUMMARY DECISION

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

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc. 11 OCAHO 1261 2015

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

Nicasio Angulo v. Securitas Security Services USA, Inc. 11 OCAHO 1259 2015

Norberto Sagal Torres v. Pacific Continental Textiles, Inc. 10 OCAHO 1203 2013

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

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

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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 OCAHO 1086 2002

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1075 2001

Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 2005

Seidou Diarrassouba v. Medallion Financial Corporation 9 OCAHO 1076 2001

Order Denying Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo 14 OCAHO 1359a 2021

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Order Granting in Part Motion for Summary Decision

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Order Granting Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Parties Generally Not Put to Burden or Expense of Hearing Absent Genuine, Material Factual Issue

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. 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 OCAHO 1337 2019

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321a 2019

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Agri-Systems d/b/a ASI Industrial 12 OCAHO 1301 2017

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375 2020

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

SUMMARY DECISION

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 OCAHO 1261 2015

Nicasio Angulo v. Securitas Security Services USA, Inc. 11 OCAHO 1259 2015

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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. Edgemont Group, LLC 17 OCAHO 1470 2022

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. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

United States v. Senox Corporation 11 OCAHO 1219 2014

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
Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.	11	OCAHO	1260	2015
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	1382	2020

SUMMARY DECISION

Party Opposed to Summary Decision May Not Rest on Mere Allegations or Denials in Pleading

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP	13	OCAHO	1332j	2021
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. Hair U Wear, LLC	11	OCAHO	1268	2016
United States v. Ideal Transportation Co., Inc.	12	OCAHO	1290	2016
United States v. Muniz Concrete & Contracting, Inc.	12	OCAHO	1278	2016
United States v. Sanchita Bhattacharya	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021
United States v. Senox Corporation	11	OCAHO	1219	2014
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

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Reasonable Inferences Do Not Include Those Inferences So Tenuous as to Amount to Speculation

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

Remedies

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Retaliation

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

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Benjamin Barone v. Superior Washer and Gasket Corp. 10 OCAHO 1176 2013

Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.	8	OCAHO	1005	1998
Daniel Bendig v. Conoco, Inc.	9	OCAHO	1065	2001
Gurpreet Sodhi v. Maricopa Medical Center	10	OCAHO	1127	2008
Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	2013
Natasha Dionne Humphries v. PalmOne	9	OCAHO	1112	2004
Robert S. Mathews v. Goodyear Tire & Rubber Company	7	OCAHO	929	1997
Russell M. Hamilton v. The Recorder	7	OCAHO	968	1997
United States v. IBP, Inc.	8	OCAHO	1021	1999
United States v. Jonel, Inc.	7	OCAHO	967	1997
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	96	1989
United States v. Spring & Soon Fashion, Inc.	8	OCAHO	1003	1998

SUMMARY DECISION

Stipulations

United States v. Edgemont Group, LLC	17	OCAHO	1470	2022

Sufficiency of Evidence Supporting Motion for Summary Decision

United States v. Alma Delia Rubio-Reyes	14	OCAHO	1349	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. Sanchita Bhattacharya	14	OCAHO	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
United States v. Senox Corporation	11	OCAHO	1219	2014
United States v. Solutions Group International, LLC	12	OCAHO	1288	2016
United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.	12	OCAHO	1291	2016
United States v. St. Croix Personnel Services, Inc.	12	OCAHO	1289	2016
Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental	14	OCAHO	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	11	OCAHO	1268	2016
United States v. Metropolitan Enterprises, Inc.	12	OCAHO	1297	2017
United States v. Wave Green, Inc. d/b/a Golden Farm Market	11	OCAHO	1267	2016

Timing of Motion for Summary Decision

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

SUMMARY DECISION

Unfair Documentary Practices

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

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 OCAHO 1338 2020

Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

SUMMARY DECISION

When Party Moving for Summary Decision Meets Burden, Nonmoving Party Needs Contravening Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

TAX PROTESTER

Attorney Fees

Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc. 7 OCAHO 990 1998

Joyce J. Austin v. Jitney-Jungle Stores of America, Inc. 7 OCAHO 969 1997

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

TAX PROTESTER

Discrimination

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

Hollingsworth v. Applied Research Associates 7 OCAHO 942 1997

Hutchinson v. End Stage Renal Disease Network of Florida, Inc. 7 OCAHO 939 1997

James R. Cook v. Pro Source, Inc. 7 OCAHO 960 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

Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection 7 OCAHO 925 1997

7 OCAHO 925 1997

Michael K. Lee v. Airtouch Communications 6 OCAHO 901 1996

Richard F. Lareau v. US Airways, Inc.	7	OCAHO	932	1997
Ronald C. Wilson v. Harrisburg School District	6	OCAHO	919	1997
Werline v. Public Service Electric & Gas Company	7	OCAHO	935	1997

TAX PROTESTER

Dismissal

Christopher Winkler v. West Capital Financial Services	7	OCAHO	928	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
Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.	7	OCAHO	969	1997

Document Abuse

Bunn v. USX/US Steel	7	OCAHO	985	1998
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	OCAHO	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

TIME COMPUTATIONS

Answer

United States v. Patmo Concrete LLC	17	OCAHO	1448	2022

Brief(s)

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	603	1994

Charge

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
Jorge Mario Ipina v. Michigan Department of Labor	2	OCAHO	386	1991
Joseph E. Sabol v. Northern Michigan University	9	OCAHO	1107	2004
Julian Sahagun v. Bend-Pack, Inc.	5	OCAHO	809	1995
Linda S. Walker v. United Airlines, Inc.	4	OCAHO	686	1994
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
Sara Caspi v. William J. Hoffman and Trigild Corporation	7	OCAHO	991	1998
	6	OCAHO	907	1997
United States v. Auburn University	4	OCAHO	617	1994
	4	OCAHO	602	1994
United States v. Hyatt Regency Lake Tahoe	6	OCAHO	861	1996
United States v. Weld County School District	2	OCAHO	326	1991
Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company	4	OCAHO	695	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

TIME COMPUTATIONS

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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

Continuing Violation(s)

United States v. Fairfield Jersey, Inc.	9	OCAHO	1069	2001

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

TIME COMPUTATIONS

Equitable Estoppel

Ashwani Goel v. Indotronix Internation Corporation 9 OCAHO 1102 2003

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

Equitable Tolling

Ashwani Goel v. Indotronix Internation Corporation 9 OCAHO 1102 2003

Ephrain Manuel Berlanga v. Butterball Company 4 OCAHO 669 1994

Galdino Casillas Garcia v. McCarron Electric Company 5 OCAHO 747 1995

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

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

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	OCAHO	1235	2014
Ramnik M. Trivedi v. Northrop Corporation and Department of Defense	4	OCAHO	600	1994
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
Salim J. Hajiani v. Ali Properties, LLC, Airport Shell	10	OCAHO	1188	2013
Sara Caspi v. William J. Hoffman and Trigild Corporation	7	OCAHO	991	1998
United States v. Workrite Uniform Company, Inc.	5	OCAHO	736	1995
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

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	OCAHO	1313	2018
Oswalde Woode v. Central Regional Hospital NCDHHS Agency	11	OCAHO	1235	2014

Generally

Chand Wije v. Barton Springs/Edwards Aquifier C.D.	5	OCAHO	785	1995
Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	374	1991
George Suchta v. United States Postal Service	2	OCAHO	327	1991
In re Investigation of Modern Maintenance, Subpoena	2	OCAHO	359	1990
Jack N. Toussaint v. Tekwood Data Processing Consulting	6	OCAHO	892	1996
John C. Grodzki v. OOCL, Inc.	1	OCAHO	295	1991
Juan J. Salcido v. New-Way Pork Company	3	OCAHO	425	1992
Michael Williamson v. Autorama, Inc.	1	OCAHO	174	1990
Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm	9	OCAHO	1115	2005
Stephen A. Lewis v. McDonald's Corporation	2	OCAHO	383	1991
United States v. Christie Automotive Products	2	OCAHO	365	1991
United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall	2	OCAHO	353	1991
United States v. Dodge Printing Centers, Inc.	1	OCAHO	181	1990
United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant	2	OCAHO	389	1991
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	96	1989
United States v. Mesa Airlines	1	OCAHO	74	1989

United States v. Mesa Airlines	1	OCAHO	74	1989
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	1990
	2	OCAHO	312	1991
	2	OCAHO	303	1991
	1	OCAHO	274	1990
	2	OCAHO	303	1991
United States v. Robert Cleek d/b/a Robert Cleek Concrete Company	1	OCAHO	182	1990
United States v. Sophie Valdez d/b/a La Parilla Restaurant	1	OCAHO	91	1989
United States v. Southwest Marine Corporation, a California Corporation	3	OCAHO	429	1992
	2	OCAHO	400	1989
United States v. Weld County School District	2	OCAHO	378	1991
Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division	4	OCAHO	660	1994

TIME COMPUTATIONS

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	7	OCAHO	991	1998

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

TIME COMPUTATIONS

Non-Filing Party Given Extra Time to Respond to Fax-Filed Motion That Was Improperly Served

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

TITLE VII

Calculating When Jurisdiction Attaches Over an Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

TITLE VII

Direct Evidence

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