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United States v. Patricio Torres, Individually and d/b/a Superior Roof Services	1	OCAHO	83	(1989)
United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service	5	OCAHO	760	(1995)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	(1993)
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United States v. Buffalo Transportation, Inc. 11 OCAHO 1263 a (2015)
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United States v. Buffalo Transportation, Inc. 11 OCAHO 1263 a (2015)
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United States v. Orlando Diaz-Rosas	4 OCAHO	702	(1994)
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United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 (2014)

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United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	742	(1995)

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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)

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

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United States v. El Centenario, Inc. d/b/a Las Margaritas III	1 OCAHO	28	(1988)
United States v. Elsinore Manufacturing, Inc.	1 OCAHO	5	(1988)
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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. Student Exchange International, Inc.	1 OCAHO	117	(1989)
United States v. Torres Mexican Food, Inc.	4 OCAHO	596	(1994)
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United States v. El Paso Hospitality, Inc.	5 OCAHO	737	(1995)
United States v. Giannini Landscaping, Inc.	3 OCAHO	573	(1993)

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

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)

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

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United States v. ABC Roofing & Waterproofing, Inc. 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)

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United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers 1 OCAHO 184 (1990)

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)

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United States v. Robert Cleek d/b/a Robert Cleek Concrete Company 1 OCAHO 182 (1990)
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United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 (1993)
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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)
United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets	3 OCAHO	399	(1992)

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)
United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets	3 OCAHO	399	(1992)

CIVIL MONEY PENALTY

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

United States v. Buffalo Transportation, Inc.	11 OCAHO	1263	(2015)
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11 OCAHO	1258	(2015)
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. The Red Coach Restaurant, Inc.	10 OCAHO	1200	(2013)

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

United States v. Jalisco's Bar and Grill, Inc.	11 OCAHO	1224	(2014)
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 Statutory Leniency Policy

United States v. Buffalo Transportation, Inc.	11 OCAHO	1263	(2015)
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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. 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)
Government Must Prove Existence of Aggravation Factor by Preponderance of Evidence			
United States v. Natural Environmental, Inc.	10 OCAHO	1197	(2013)
Lack of good faith			
Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.	10 OCAHO	1174	(2013)
Aggravation - Lack of Good Faith			
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)
Franchisee/Franchisor			
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)
ALJ Can Consider Public Policy of Leniency to Small Entities			
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. Niche, Inc.	11 OCAHO	1250	(2015)
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO	1243	(2015)

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. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 (2015)
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)
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. Durable, Inc. 11 OCAHO 1221 (2014)
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 1252 (2015)
ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc. 11 OCAHO 1221 (2014)
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)
Assessment of Penalty Greater Than Requested

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

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

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

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

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

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

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

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

United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias 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)
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 Abuse

United States v. Monfort, Inc. 4 OCAHO 597 (1994)
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United States v. Pedro Dominguez 8 OCAHO 1000 (1998)
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United States v. Alberto Noriega-Perez 5 OCAHO 811 (1995)
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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

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Enhancement Factor Based on Whether Specific Individual was Unauthorized

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

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. Kobe Sakura Japanese, Inc. 10 OCAHO 1205 (2013)

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

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

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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)
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United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant 10 OCAHO 1194 (2013)
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United States v. The Red Coach Restaurant, Inc. 10 OCAHO 1195 (2013)

Excessiveness Determined Relative to Characteristics of Offense, Not Offender

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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)
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. Buffalo Transportation, Inc. 11 OCAHO 1263 (2015)

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

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

Failure to Prepare I-9 Among Most Serious Paperwork Violations

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

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. Senox Corporation 11 OCAHO 1219 (2014)

Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation

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

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

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

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

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

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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)
United States v. Armando Alvarez-Suarez	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	794	(1995)
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	67	(1989)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
United States v. Continental Sports Corporation	5	OCAHO	799	(1995)
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	93	(1989)
United States v. Felipe, Inc.	1	OCAHO	108	(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)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	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)
United States v. Landscapes By Susanna	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.	2	OCAHO	319	(1991)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	(1991)
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	(1992)
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)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	(1993)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	(1993)
United States v. Ricardo Calderon, Inc.	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. 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)
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	3	OCAHO	563	(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. 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. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets	3	OCAHO	399	(1992)
United States v. Wood 'N Stuff	3	OCAHO	574	(1993)

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

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

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	4	OCAHO	717	(1994)
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. Draper-King Cole, Inc.	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. Karnival Fashion, Inc.	5	OCAHO	783	(1995)
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. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	(1997)
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)

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

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. Keegan Varitey, LLC	11	OCAHO	1238	(2014)
United States v. Niche, Inc.	11	OCAHO	1250	(2015)

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. Buffalo Transportation, Inc.	11	OCAHO	1263	(2015)
United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	(2015)
United States v. Golf International d/b/a Desert Canyon Golf	11	OCAHO	1222	(2014)
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	(2015)
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11	OCAHO	1253	(2015)
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	(2015)

Government Must Prove Aggravating Factor by Preponderance of Evidence

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

Government Has Burden of Proof by Preponderance of Evidence
United States v. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 (2013)

ICE Fine Guidelines Have No Binding Effect on OCAHO

United States v. Buffalo Transportation, Inc. 11 OCAHO 1263 (2015)
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 (2015)
United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)
United States v. Niche, Inc. 11 OCAHO 1250 (2015)
United States v. Senox Corporation 11 OCAHO 1219 (2014)
United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

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 794 (1995)
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)
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)

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)
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)

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. Romans Racing Stables, Inc.	11 OCAHO	1230	(2014)
United States v. The Red Coach Restaurant, Inc.	10 OCAHO	1200	(2013)

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)

Mitigation

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)
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.	1 OCAHO	226	(1990)

United States v. Broadway Tire, Inc.	2	OCAHO	310	(1991)
United States v. Business Teleconsultants, Ltd.	3	OCAHO	536	(1993)
United States v. Business Teleconsultants, Ltd.	3	OCAHO	565	(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)
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	67	(1989)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
United States v. Continental Sports Corporation	5	OCAHO	799	(1995)
United States v. Danny Mathis d/b/a Mathis Maspory	4	OCAHO	717	(1994)
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)
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 Centenario, Inc. d/b/a Las Margaritas III	1	OCAHO	24	(1988)
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	3	OCAHO	591	(1993)
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	(1994)

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)
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)
United States v. James Q. Carlson d/b/a Jimmy On The Spot	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)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	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.	2	OCAHO	377	(1991)
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	(1992)
United States v. Orlando Diaz-Rosas	4	OCAHO	702	(1994)
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO	652	(1994)
United States v. Park Sunset Hotel	3	OCAHO	525	(1993)
United States v. Pedro Dominguez	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)
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)
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)
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)
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)

No Deterrent Effect When Employer Is No Longer in Business

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

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. Liberty Packaging, Inc.	11 OCAHO	1245	(2015)

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)

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

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

OCAHO ALJs May Review Penalty Assessments De Novo

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

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

OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine

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

OCAHO May Examine ICE Fine de novo

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

Offender's Resources Not Required Consideration In Assessing Penalty

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

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

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

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

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

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

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

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

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. Buffalo Transportation, Inc. 11 OCAHO 1263 (2015)
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. 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)
United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)
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. 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)
United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 (2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

United States v. Buffalo Transportation, Inc. 11 OCAHO 1263 (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. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

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

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

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

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

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)

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)

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

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

Previous Violation(s)

United States v. Draper-King Cole, Inc. 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)

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)

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

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

Purpose is to Deter Repeat Violations and Encourage Others to Comply

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

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

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

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)

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

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)
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Should Deter Future Violations Without Being Unduly Punitive

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Piercing Corporate Veil Is A Tool Used Only in Extreme Circumstances

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

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

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United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO	24	(1988)
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Inapplicable to Substantive Violations

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

Ignorance of Law is Not An Affirmative Defense

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Good Faith Conferment Requirement

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

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Motion to Compel Must Include Certification of Good Faith Resolution Efforts

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OCAHO Rules Do Not Impose Numerical Limits on Number of Interrogatories

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

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

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Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified

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OCAHO Case Law, Unlike Title VII, Has Never Recognized the Disparate Impact Theory

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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)

OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party

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Pattern or Practice

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Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 (2003)

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

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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)
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Chand Wije v. Barton Springs/Edwards Aquifier C.D.	4	OCAHO	668	(1994)
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Hutchinson v. End Stage Renal Disease Network of Florida, Inc. 7 OCAHO 939 (1997)

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

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U.S. Workers Cannot Be Discriminated Against in Favor of Foreign Workers

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Under Section 1324b Disparate Treatment Must Be Shown

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Unfair Employment Practice Actionable only if OSC Charge Filed Within 180 Days of the Event

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Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously

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Collateral Estoppel

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

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

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

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

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 Request for a Hearing

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

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Eric Robin Cholerton v. Robert M. Hadley Company, Inc.	7	OCAHO	934	(1997)
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Grzegirz Pioterek v. Scott Worldwide Food Service	3	OCAHO	530	(1993)
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Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.	3	OCAHO	484	(1993)
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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)
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ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION

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

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

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

Function of Individual Within Entity is Determinative of Employee Status

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

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Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 (2014)
Individual Not an Employee Where There Is a Showing of Ownership and Control Over the Enterprise

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

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Leonid Naginsky v. Department of Defense and EG&G Dynatrend 6 OCAHO 891 (1996)

Michael K. Lee v. Airtouch Communications 6 OCAHO 901 (1996)

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

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

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

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

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

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United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	(1991)
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Generally				
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Independent Contractors				
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United States v. Hartmann Studios, Inc. 11 OCAHO 1255 (2015)
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United States v. Noel Plastering & Stucco, Inc.	2 OCAHO	377	(1991)
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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)

Employers Are Routinely Held Liable for Acts of the Authorized Agents

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Sara Caspi v. William J. Hoffman and Trigild Corporation 6 OCAHO 907 (1997)

United States v. Auburn University 4 OCAHO 617 (1994)

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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)

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United States v. Monfort, Inc. 4 OCAHO 597 (1994)
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 (1994)
Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

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United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 (1994)
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United States v. Minaco Fashions, Inc.	3 OCAHO	587	(1993)
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United States v. Redi-Cut Foods, Inc.	4 OCAHO	659	(1994)
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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. Karnival Fashion, Inc.	5	OCAHO	783	(1995)
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)
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United States v. Marcel Watch Corporation	1	OCAHO	143	(1990)
United States v. Marcel Watch Corporation	1	OCAHO	169	(1990)
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United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation	3	OCAHO	486	(1993)
United States v. 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)
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United States v. Educational Employment Enterprise	1	OCAHO	283	(1991)
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO	106	(1989)
United States v. Lasa Marketing Firms, a California Partnership	1	OCAHO	141	(1990)
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United States v. Mesa Airlines	1	OCAHO	74	(1989)
Front Pay				
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Objections & Reasons Must Be Stated in Discovery Response, Not Only in Opposing Motion to Compel

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

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

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

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No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached

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

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Person Who Signs Attestation Must Be Same Person Who Examines Employee's Original Documents

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Systematically Executing False Attestations in Section 2 Is Very Serious Violation

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

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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)

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)

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)
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)

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. Buffalo Transportation, Inc. 11 OCAHO 1263 (2015)

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)

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

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

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

Employment of Unauthorized Alien(s)

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

Additional Factors That May Be Considered Are Party's Financials and Statutory Leniency Policy

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

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. 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. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

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

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

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

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

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)

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable

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

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 1252 (2015)

ALJ Not Bound by ICE's Method of Calculating Penalties

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

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. 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. Liberty Packaging, Inc. 11 OCAHO 1245 (2015)

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

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

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (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 1252 (2015)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)
Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 (2015)
United States v. Liberty Packaging, Inc. 11 OCAHO 1245 (2015)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty

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

United States v. Alberto Noriega-Perez 6 OCAHO 859 (1996)
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. 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. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

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. 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. Buffalo Transportation, Inc. 11 OCAHO 1263 (2015)

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

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

Failure to Prepare I-9 Among Most Serious Paperwork Violations

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

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

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

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

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

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

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

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

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

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)
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)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management 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. Satarain, Individually 3 OCAHO 557 (1993)
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)

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

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

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)

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

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. 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)

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. Buffalo Transportation, Inc.	11 OCAHO	1263	(2015)
United States v. Clean Sweep Janitor Service	11 OCAHO	1226	(2014)
United States v. Employer Solutions Staffing Group II, LLC	11 OCAHO	1242	(2015)
United States v. Liberty Packaging, Inc.	11 OCAHO	1245	(2015)
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11 OCAHO	1253	(2015)
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO	1243	(2015)

Government Must Prove Aggravating Factor by Preponderance of Evidence

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO	1244	(2015)
United States v. 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. Liberty Packaging, Inc.	11 OCAHO	1245	(2015)
United States v. Speedy Gonzalez Construction, Inc.	11 OCAHO	1243	(2015)

ICE Fine Guidelines Have No Binding Effect on OCAHO

United States v. Buffalo Transportation, Inc.	11	OCAHO	1263	(2015)
United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)	11	OCAHO	1258	(2015)
United States v. Keegan Varitey, LLC	11	OCAHO	1238	(2014)
United States v. Niche, Inc.	11	OCAHO	1250	(2015)
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	(2015)

Knowing Hire

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

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. Romans Racing Stables, Inc.	11	OCAHO	1230	(2014)
United States v. The Red Coach Restaurant, Inc.	10	OCAHO	1200	(2013)

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)

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

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

Margarita Garcia Ocana v. El Dorado Stone, LLC	11 OCAHO	1244	(2015)
United States v. Liberty Packaging, Inc.	11 OCAHO	1245	(2015)
United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging	11 OCAHO	1253	(2015)

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

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

OCAHO ALJs May Review Penalty Assessments De Novo

United States v. Buffalo Transportation, Inc.	11 OCAHO	1263	(2015)
United States v. Keegan Varitey, LLC	11 OCAHO	1238	(2014)

Paperwork Requirement(s)/Violation(s)

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

Employment of Unauthorized Alien(s)

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 (1997)

Factor(s)

United States v. De Luca's Market 8 OCAHO 1039 (1999)

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. New China Buffet Restaurant 10 OCAHO 1133 (2010)

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

Good Faith Defense

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)

Seriousness of the Violation(s)

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)

Size of Business

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)

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

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

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

United States v. Buffalo Transportation, Inc.	11	OCAHO	1263	(2015)
United States v. Hartmann Studios, Inc.	11	OCAHO	1255	(2015)
United States v. Keegan Varitey, LLC	11	OCAHO	1238	(2014)
United States v. Niche, Inc.	11	OCAHO	1250	(2015)

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Buffalo Transportation, Inc.	11	OCAHO	1263	(2015)
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. 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)
United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	(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. 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. 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. 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. 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)

Penalties Should Deter Future Violations Without Being Unduly Punitive

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

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)

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

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

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

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)

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)

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)

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

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

Purpose is to Deter Repeat Violations and Encourage Others to Comply

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

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

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

Reasonableness Based On Record As Whole and Statutory Factors in Particular

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

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)

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

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

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

Seriousness of Violation(s)

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

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)

Failure to Complete I-9 prior to Notice of Inspection

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

Size of Business

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

United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo 10 OCAHO 1170 (2013)

Franchisee/Franchisor

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)

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

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

Statute Does Not Prohibit Consideration of Unenumerated Factors

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

Statute Does Not Require 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 1221 (2014)

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

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 (2015)

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

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

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

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

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

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

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

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Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity

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ALJ Can Consider Public Policy of Leniency to Small Entities

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OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

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Notice to Pro Se Party

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 (2002)

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

Party Opposed May Not Rest on Mere Allegations or Denials in Pleading

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

Party Opposed Must Provide Specific Facts Showing Genuine Issue of Material Fact for Hearing

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

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

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