# *TOPICAL INDEX*


**5/10 YEAR RULE**

Citizenship Status

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)

Discrimination

*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)

Equitable Tolling

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)

*Leonid Naginsky v. Department of Defense and EG&G Dynatrend* 5 OCAHO 726 (1995)

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

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)

*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)

Generally

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

*Robert S. Mathews v. Goodyear Tire & Rubber Company* 7 OCAHO 929 (1997)

*Wartan Bozoghlanian v. Hughes Radar Systems Group* 5 OCAHO 741 (1995)

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 695 (1994)

Persons Protected

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)

*Wartan Bozoghlanian v. Hughes Radar Systems Group* 5 OCAHO 741 (1995)

*Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation* 4 OCAHO 711 (1994)
*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)
Regulations

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)
*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)
Statute of Limitations

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)
*Leonid Naginsky v. Department of Defense and EG&G Dynatrend* 4 OCAHO 710 (1994)
*Leonid Naginsky v. Department of Defense and EG&G Dynatrend* 5 OCAHO 726 (1995)
*Leonid Naginsky v. Department of Defense and EG&G Dynatrend* 6 OCAHO 891 (1996)
*Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation* 4 OCAHO 711 (1994)
Time Computation(s)

*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)
**ABANDONMENT**
Compliance

*Arnulfo Medina v. Bend-Pack, Inc.* 5 OCAHO 791 (1995)
*Miguel A. Gallegos v. Magna-View, Inc.* 4 OCAHO 628 (1994)
Dismissal

*Abdul Hamid Kadir v. Regal Dental Ceramics* 4 OCAHO 598 (1994)
*Benjamin A. K. Yohan v. Central State Hospital* 4 OCAHO 622 (1994)
*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)
*Tito Ponce Chavez v. National By-Products* 4 OCAHO 620 (1994)
*United States v. Cordin Company* 10 OCAHO 1162 (2012)
*United States v. McDonnell Douglas Corporation* 4 OCAHO 616 (1994)
*United States v. Mitchell Greif, President, Coast Poly, LLC* 10 OCAHO 1177 (2013)
*United States v. Mitchell Greif, President, Coast Poly, LLC* 10 OCAHO 1183 (2013)
*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC* 11 OCAHO 1265 (2015)
*Zoila Palma v. Farley Foods* 5 OCAHO 757 (1995)

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

*United States v. Vilardo Vineyards* 11 OCAHO 1248 (2015)

Generally

*Adolfo Cruz Deguzman v. First America Bank Corporation* 3 OCAHO 585 (1993)
*Aranka M. Palancz v. Cedars Medical Center* 3 OCAHO 443 (1992)
*Bassey J. Udofot v. 88 Vapor Technologies* 3 OCAHO 506 (1993)
*Cecilia Araceli Basua v. Walmart #1554* 3 OCAHO 547 (1993)
*Esther Din Brooks v. Watts Window World* 3 OCAHO 570 (1993)
*Haddon Speakman v. The Rehabilitation Hospital of South Texas* 3 OCAHO 476 (1992)
*Jesse Charles Jones v. DeWitt Nursing Home* 1 OCAHO 79 (1989)
*Juan Antonio Cardona Godinez v. Armguard Security Patrol* 3 OCAHO 490 (1993)
*Lazaro Antonio Arrieta v. Michigan Employment Security Commission* 3 OCAHO 471 (1992)
*Maria Guzman v. Guardian Electric Manufacturing Company* 3 OCAHO 546 (1993)
*Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)* 3 OCAHO 508 (1993)
*Omar Egal v. Sears Roebuck & Company* 3 OCAHO 442 (1992)
*Tyrone Robinson v. New York State Family Court* 5 OCAHO 814 (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 Day d/b/a David Day Masonry* 3 OCAHO 553 (1993)
*United States v. Diamond Construction, Inc.* 3 OCAHO 451 (1992)
*United States v. Jabil Circuit, Inc.* 10 OCAHO 1146 (2012)
*United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant* 3 OCAHO 479 (1992)
*United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant* 3 OCAHO 544 (1993)
*United States v. Mushtaq Admed Chaudhry* 3 OCAHO 576 (1993)
*United States v. Mushtaq Ahmed Chaudhry* 4 OCAHO 666 (1994)
*United States v. Rodeo Night Club* 5 OCAHO 812 (1995)
*United States v. Victor Hugo Baches-Corado* 3 OCAHO 571 (1993)
No Response
*United States v. Columbia Sportswear Manufacturers, Inc.* 5 OCAHO 808 (1995)
*United States v. Cordin Company* 10 OCAHO 1162 (2012)
*United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner* 4 OCAHO 681 (1994)
*United States v. Mitchell Greif, President, Coast Poly, LLC* 10 OCAHO 1183 (2013)
*United States v. Private Brands Company and Private Brand, Inc.* 7 OCAHO 941 (1997)
Pro Se
*Arnulfo Medina v. Bend-Pack, Inc.* 5 OCAHO 791 (1995)
*Florinda Kattan v. Union League Club of Chicago* 4 OCAHO 599 (1994)
*Rosa Isela Olivares Aguirre v. KDI American Products, Inc.* 6 OCAHO 882 (1996)
Service
*United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.* 4 OCAHO 656 (1994)
**ABUSE OF PROCESS**
Generally
*United States v. Hotel Martha Washington Corporation* 6 OCAHO 846 (1996)

**ADMINISTRATIVE AGENCIES**


Charge

*Roman Udala v. New York State Department of Education* 4 OCAHO 633 (1994)

Dismissal

Document Abuse

*Costigan v. NYNEX* 6 OCAHO 918 (1997)

Equal Employment Opportunity Commission

*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 215 (1990)

*Ching Hua Huang v. United States Postal Service* 2 OCAHO 313 (1991)

*Christopher Winkler v. Timlin Corporation* 6 OCAHO 912 (1997)

*Corneliu Curuta v. United States Water Conservation Laboratory* 3 OCAHO 459 (1992)

*Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* 3 OCAHO 590 (1993)

*Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* 2 OCAHO 348 (1991)

*Joan A. Lardy v. United Airlines, Inc.* 4 OCAHO 595 (1994)

*Jorge Mario Ipina v. Michigan Department of Labor* 2 OCAHO 386 (1991)

*Margarita Yefremov v. New York City Department of Transportation* 3 OCAHO 466 (1992)

*Marian Ryba v. Temple Steel Company* 1 OCAHO 289 (1991)

*Michael Williamson v. Autorama, Inc.* 1 OCAHO 174 (1990)

*Stephen A. Lewis v. Ogden Services* 2 OCAHO 375 (1991)

*United States v. Marcel Watch Corporation* 1 OCAHO 143 (1990)

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

Jurisdiction

*Drahomira Adame v. Dunkin Donuts* 5 OCAHO 722 (1995)

*Michael K. Wockenfuss v. Bureau of Prisons* 5 OCAHO 767 (1995)

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

*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)

Memorandum of Understanding (MOU)
*Sara Caspi v. William J. Hoffman and Trigild Corporation* 6 OCAHO 907 (1997)
Equitable Tolling

*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)
*Salim J. Hajiani v. Ali Properties, LLC, Airport Shell* 10 OCAHO 1188 (2013)
Equitable Tolling of Complaint Filing Period

*In Re Investigation of: NHS Human Services* 10 OCAHO 1198 (2013)
Intervention

*Hernandez v. Farley Candy Company* 5 OCAHO 810 (1995)
*Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* 2 OCAHO 341 (1991)
Jurisdiction

*Cormia v. Home Care Giver Services* 10 OCAHO 1160 (2012)
*Drahomira Adame v. Dunkin Donuts* 4 OCAHO 691 (1994)
*Martin Flores v. Logan Foods Company* 6 OCAHO 874 (1995)
Memorandum of Understanding (MOU)

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)
*United States v. Auburn University* 4 OCAHO 617 (1994)
*United States v. Hyatt Regency Lake Tahoe* 6 OCAHO 879 (1996)
Scope
*Jack N. Toussaint v. Tekwood Data Processing Consulting* 6 OCAHO 892 (1996)
Office of Special Counsel

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)

| | | | |
|---|---|---|---|
| *United States v. Patrol & Guard Enterprises, Inc.* | 8 OCAHO | 1052 | (2000) |
| Charge | | | |
| *Glauco Luiz Ortolano v. Wordperfect Company* | 4 OCAHO | 716 | (1994) |
| *Rosa Isela Olivares Aguirre v. KDI American Products, Inc.* | 6 OCAHO | 882 | (1996) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 OCAHO | 861 | (1996) |
| *Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* | 4 OCAHO | 690 | (1994) |
| Complaint(s) | | | |
| *United States v. Workrite Uniform Company, Inc.* | 5 OCAHO | 736 | (1995) |
| Dismissal | | | |
| *United States v. Redi-Cut Foods, Inc.* | 4 OCAHO | 659 | (1994) |
| Document Abuse | | | |
| *United States v. Hyatt Regency Lake Tahoe* | 6 OCAHO | 879 | (1996) |
| *United States v. Robison Fruit Ranch, Inc.* | 4 OCAHO | 594 | (1994) |
| Equitable Tolling | | | |
| *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) |
| *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) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 838 | (1996) |
| *United States v. Auburn University* | 4 OCAHO | 602 | (1994) |
| *United States v. Workrite Uniform Company, Inc.* | 5 OCAHO | 736 | (1995) |
| Generally | | | |
| *Alexsandr Yakubson v. Effective Security* | 6 OCAHO | 858 | (1996) |
| *Anthony F. Lundy v. OOCL, Inc.* | 1 OCAHO | 215 | (1990) |
| *Crecencio Cabrera Mendez v. Jim Daniels* | 2 OCAHO | 374 | (1991) |
| *Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche* | 1 OCAHO | 222 | (1990) |
| *Fordjour v. General Dynamics* | 1 OCAHO | 286 | (1991) |
| *Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* | 3 OCAHO | 484 | (1993) |
| *In re Investigation of Carolina Employers Association, Subpoena* | 3 OCAHO | 455 | (1992) |

| | | | |
|---|---|---|---|
| *In re Investigation of Florida Azalea Specialist, Subpoena* | 3 OCAHO | 523 | (1993) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 2 OCAHO | 341 | (1991) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 2 OCAHO | 348 | (1991) |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 OCAHO | 228 | (1990) |
| *James D. Westendorf v. Brown & Root, Inc.* | 3 OCAHO | 405 | (1992) |
| *Jaycee George v. Bridgeport Jai-Alai, Inc.* | 3 OCAHO | 537 | (1993) |
| *Jorge Mario Ipina v. Michigan Department of Labor* | 2 OCAHO | 386 | (1991) |
| *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) |
| *United States v. Marcel Watch Corporation* | 1 OCAHO | 143 | (1990) |
| *United States v. McDonnell Douglas Corporation* | 2 OCAHO | 380 | (1991) |
| *United States v. McDonnell Douglas Corporation* | 3 OCAHO | 507 | (1993) |
| *United States v. Mesa Airlines* | 1 OCAHO | 74 | (1989) |
| *United States v. The Beverly Center* | 5 OCAHO | 762 | (1995) |
| *United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation* | 3 OCAHO | 413 | (1992) |
| *United States v. Workrite Uniform Company, Inc.* | 5 OCAHO | 736 | (1995) |
| Independent Investigations | | | |
| *In re Investigation of Wal-Mart Distribution Center, Subpoena* | 5 OCAHO | 788 | (1995) |
| *United States v. Robison Fruit Ranch, Inc.* | 4 OCAHO | 594 | (1994) |
| Intervention | | | |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 OCAHO | 228 | (1990) |
| *Jesse Charles Jones v. DeWitt Nursing Home* | 1 OCAHO | 137 | (1990) |
| *Jesse Charles Jones v. DeWitt Nursing Home* | 1 OCAHO | 140 | (1990) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 OCAHO | 25 | (1988) |
| Jurisdiction | | | |
| *Joan A. Lardy v. United Airlines, Inc.* | 4 OCAHO | 595 | (1994) |
| *Martin Flores v. Logan Foods Company* | 6 OCAHO | 874 | (1995) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 838 | (1996) |

| | | | |
|---|---|---|---|
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 907 | (1997) |
| *United States v. Auburn University* | 4 OCAHO | 602 | (1994) |
| *United States v. Auburn University* | 4 OCAHO | 617 | (1994) |
| *United States v. Hotel Martha Washington Corporation* | 5 OCAHO | 786 | (1995) |
| Memorandum of Understanding (MOU) | | | |
| *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) |
| Sanction(s) | | | |
| *United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* | 4 OCAHO | 636 | (1994) |
| Settlement | | | |
| *United States v. Redi-Cut Foods, Inc.* | 4 OCAHO | 659 | (1994) |
| Statute of Limitations | | | |
| *United States v. Fairfield Jersey, Inc.* | 9 OCAHO | 1069 | (2001) |
| *United States v. IBP, Inc.* | 5 OCAHO | 766 | (1995) |
| *United States v. Workrite Uniform Company, Inc.* | 5 OCAHO | 755 | (1995) |
| Subpoena | | | |
| *In re Investigation of Wal-Mart Distribution Center, Subpoena* | 5 OCAHO | 788 | (1995) |
| Withdrawal | | | |
| *United States v. Auburn University* | 4 OCAHO | 658 | (1994) |
| *United States v. Auburn University* | 4 OCAHO | 662 | (1994) |
| Sanctions | | | |
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 OCAHO | 1104 | (2004) |
| Settlement | | | |
| *Gurpreet Sodhi v. Maricopa County Special Health Care District* | 9 OCAHO | 1127 | (2007) |

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)

Statute of Limitations

*Jose R. Lima v. New York City Department of Education* 10 OCAHO 1128 (2009)

Subpoena Enforcement

*In Re Investigation of: NHS Human Services* 10 OCAHO 1198 (2013)

**ADMINISTRATIVE LAW AND PROCEDURE**

Abandonment

*Arnulfo Medina v. Bend-Pack, Inc.* 5 OCAHO 791 (1995)

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

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

*Tito Ponce Chavez v. National By-Products* 4 OCAHO 620 (1994)

*United States v. Cordin Company* 10 OCAHO 1162 (2012)

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

Admission(s)

*United States v. Dolly Boman Irani* 6 OCAHO 860 (1996)

*United States v. Ziagul Zekreya* 4 OCAHO 677 (1994)

Affidavit(s)

*United States v. 1010 Morris Avenue Food Corporation* 6 OCAHO 885 (1996)

Affirmative Defense(s)

*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. David Jenkins* 5 OCAHO 743 (1995)

*United States v. Dolly Boman Irani* 6 OCAHO 860 (1996)

| | | | | |
|---|---|---|---|---|
| *United States v. Felipe De Leon-Valenzuela* | 6 | OCAHO | 866 | (1996) |
| *United States v. Felipe De Leon-Valenzuela* | 6 | OCAHO | 899 | (1996) |
| *United States v. Gregorio Alabada Makilan* | 4 | OCAHO | 610 | (1994) |
| *United States v. Israel Velasquez-Tabir* | 6 | OCAHO | 872 | (1996) |
| *United States v. Julio Carpio-Lingan* | 6 | OCAHO | 871 | (1996) |
| *United States v. LFW Dairy Corporation* | 10 | OCAHO | 1129 | (2009) |
| *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. Tri-Component Product Corporation* | 5 | OCAHO | 821 | (1995) |

Amended

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

Answer

| | | | | |
|---|---|---|---|---|
| *Jorge Pugliese v. Auto-Grafica Corporation* | 5 | OCAHO | 820 | (1995) |
| *Ramiro A. Villalobos v. Roumiguiere Vineyards* | 4 | OCAHO | 630 | (1994) |
| *United States v. Alberta Sosa, Inc.* | 5 | OCAHO | 739 | (1995) |
| *United States v. Alberto Noriega-Perez* | 5 | OCAHO | 798 | (1995) |
| *United States v. Ambrocio Morales-Guzman* | 5 | OCAHO | 787 | (1995) |
| *United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* | 5 | OCAHO | 742 | (1995) |
| *United States v. Columbia Sportswear Manufacturers, Inc.* | 5 | OCAHO | 808 | (1995) |
| *United States v. Cordin Company* | 10 | OCAHO | 1162 | (2012) |
| *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. Green Plaza, Inc.* | 4 | OCAHO | 618 | (1994) |
| *United States v. Gregorio Alabada Makilan* | 4 | OCAHO | 610 | (1994) |

*United States v. Karnival Fashion, Inc.* 5 OCAHO 769 (1995)

*United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* 6 OCAHO 865 (1996)

Certification(s)

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

Civil Money Penalty

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

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

*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. Continental Sports Corporation* 5 OCAHO 799 (1995)

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)

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

*United States v. El Azteca Dunkirk, Inc.* 10 OCAHO 1172 (2013)

*United States v. Four Star Knitting, Inc.* 6 OCAHO 868 (1996)

*United States v. Giamblis Enterprises* 6 OCAHO 834 (1996)

*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. Great Bend Packing Company* 6 OCAHO 835 (1996)

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

*United States v. Nancy Mubarki* 5 OCAHO 816 (1995)

*United States v. Nicolas Tinoco-Medina* 6 OCAHO 890 (1996)

*United States v. Pedro Dominguez* 7 OCAHO 972 (1997)

*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. Tri-Component Product Corporation* 6 OCAHO 853 (1996)

Class Action

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1097 (2003)
*Joan A. Lardy v. United Airlines, Inc.* 6 OCAHO 843 (1996)
*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 867 (1996)
*United States v. Israel Velasquez-Tabir* 6 OCAHO 872 (1996)
*United States v. Julio Carpio-Lingan* 6 OCAHO 871 (1996)

Complaint

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1097 (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)
*Rosa Isela Olivares Aguirre v. KDI American Products, Inc.* 6 OCAHO 882 (1996)
*Tina B. Boyd v. Amzi Sherling, DDS* 6 OCAHO 916 (1997)
*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 601 (1994)

Complaint Must Identify with Specificity Each Violation Alleged

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

Consent

*United States v. La Luna Azul* 1 OCAHO 9 (1988)

Consolidation

*Elodia Guzman v. Yakima Fruit & Cold Storage* 9 OCAHO 1063 (2000)

Default

*D'Amico v. Erie Community College* 7 OCAHO 927 (1997)
*Ronald C. Wilson v. Harrisburg School District* 6 OCAHO 919 (1997)
*Tyrone Robinson v. New York State Family Court* 5 OCAHO 814 (1995)
*United States v. A & A Maintenance Enterprise, Inc.* 6 OCAHO 852 (1996)

| | | | |
|---|---|---|---|
| *United States v. Continental Forestry Service* | 6 OCAHO | 836 | (1996) |
| *United States v. Hotel Valet, Inc. d/b/a New York Valet* | 6 OCAHO | 849 | (1996) |
| *United States v. Moses Sportswear, Inc.* | 6 OCAHO | 841 | (1996) |
| *United States v. Rodeo Night Club* | 5 OCAHO | 812 | (1995) |
| *United States v. U.S. Style, Inc.* | 6 OCAHO | 827 | (1995) |

Depositions

| | | | |
|---|---|---|---|
| *United States v. Armando Alvarez-Suarez* | 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. Pedro Dominguez* | 6 OCAHO | 910 | (1997) |
| *United States v. Roberto C. Davila* | 6 OCAHO | 895 | (1996) |
| *United States v. Roberto C. Davila* | 6 OCAHO | 903 | (1996) |
| *United States v. Roberto C. Davila* | 6 OCAHO | 902 | (1996) |

Discovery

| | | | |
|---|---|---|---|
| *Iron Workers Local 455 v. Lake Construction & Development Corporation* | 6 OCAHO | 911 | (1997) |
| *Leonid Naginsky v. Department of Defense* | 5 OCAHO | 802 | (1995) |
| *Leonid Naginsky v. Department of Defense* | 5 OCAHO | 813 | (1995) |
| *Mr. Doron Tal v. M. L. Energia, Inc.* | 4 OCAHO | 639 | (1994) |
| *Olatunji Moshood Fakunmoju v. Claims Administration Corporation* | 4 OCAHO | 613 | (1994) |
| *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. Guardsmark* | 4 | OCAHO | 614 | (1994) |
| *United States v. Marvlee, Inc.* | 5 | OCAHO | 728 | (1995) |
| *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. Volvo Trucks North America, Inc.* | 8 | OCAHO | 1006 | (1998) |
| *United States v. Zabala Vineyards* | 5 | OCAHO | 734 | (1995) |


Dismissal


| | | | | |
|---|---|---|---|---|
| *Abdul Hamid Kadir v. Regal Dental Ceramics* | 4 | OCAHO | 598 | (1994) |
| *Benjamin A. K. Yohan v. Central State Hospital* | 4 | OCAHO | 622 | (1994) |
| *Brenda Bent v. Brotman Medical Center Pulse Health Services* | 5 | OCAHO | 764 | (1995) |
| *Earl Russel Horne v. Town of Hampstead* | 6 | OCAHO | 884 | (1996) |
| *Earl Russel Horne v. Town of Hampstead* | 6 | OCAHO | 906 | (1997) |
| *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) |
| *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 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) |
| *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) |
| *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) |
| *Tina B. Boyd v. Amzi Sherling, DDS* | 6 | OCAHO | 916 | (1997) |

| | | | |
|---|---|---|---|
| *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. Mayfly Fashion, Inc.* | 6 OCAHO | 894 | (1996) |
| *United States v. Mitchell Greif, President, Coast Poly, LLC* | 10 OCAHO | 1183 | (2013) |
| *United States v. Simon Osagie Iyawe* | 5 OCAHO | 744 | (1995) |
| *Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* | 4 OCAHO | 660 | (1994) |
| *Zoila Palma v. Farley Foods* | 5 OCAHO | 757 | (1995) |
| Document Abuse | | | |
| *Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.* | 6 OCAHO | 923 | (1997) |
| *Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection* | 7 OCAHO | 925 | (1997) |
| Failure to State a Claim | | | |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 OCAHO | 892 | (1996) |
| Statute of Limitations | | | |
| *Jose R. Lima v. New York City Department of Education* | 10 OCAHO | 1128 | (2009) |
| Subject Matter Jurisdiction | | | |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 OCAHO | 892 | (1996) |
| Untimely Filing(s) | | | |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 OCAHO | 892 | (1996) |
| *Jose R. Lima v. New York City Department of Education* | 10 OCAHO | 1128 | (2009) |
| Double Jeopardy | | | |
| *United States v. Pedro Dominguez* | 6 OCAHO | 876 | (1996) |
| Errata/Erratum | | | |
| *Howard Eugene McNier v. San Francisco State University College of Business* | 7 OCAHO | 947 | (1997) |
| *Jarvis v. AK Steel* | 7 OCAHO | 952 | (1997) |
| *Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection* | 7 OCAHO | 935 | (1997) |
| *Michael K. Lee v. Airtouch Communications* | 7 OCAHO | 926 | (1997) |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 OCAHO | 915 | (1997) |

| | | | |
|---|---|---|---|
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 838 | (1996) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 828 | (1995) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 877 | (1996) |
| *United States v. Armando Alvarez-Suarez* | 6 OCAHO | 862 | (1996) |
| *United States v. Chums Corporation* | 6 OCAHO | 842 | (1996) |
| *United States v. Continental Sports Corporation* | 5 OCAHO | 799 | (1995) |
| *United States v. Felipe De Leon-Valenzuela* | 6 OCAHO | 866 | (1996) |
| *United States v. Gloria Fashions, Inc.* | 6 OCAHO | 839 | (1996) |
| *United States v. Hotel Martha Washington Corporation* | 6 OCAHO | 846 | (1996) |
| *United States v. Kumar* | 6 OCAHO | 833 | (1996) |
| *United States v. Pedro Dominguez* | 6 OCAHO | 876 | (1996) |
| *United States v. Renato Parondo Jaque* | 6 OCAHO | 823 | (1995) |
| *United States v. Ricardo Calderon, Inc.* | 6 OCAHO | 832 | (1996) |

Evidence

| | | | |
|---|---|---|---|
| *United States v. Armando Alvarez-Suarez* | 6 OCAHO | 862 | (1996) |
| *United States v. Dolly Boman Irani* | 6 OCAHO | 860 | (1996) |
| *United States v. Kumar* | 6 OCAHO | 833 | (1996) |
| *United States v. Martin Palominos-Talavera* | 6 OCAHO | 896 | (1996) |
| *United States v. Nicolas Tinoco-Medina* | 6 OCAHO | 890 | (1996) |

Ex Parte Communication(s)

| | | | |
|---|---|---|---|
| *Chand Wije v. Barton Springs/Edwards Aquifier C.D.* | 4 OCAHO | 645 | (1994) |
| *Frederick John Harris v. State of Hawaii, Department of Education* | 6 OCAHO | 922 | (1997) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 OCAHO | 854 | (1996) |
| *United States v. Red Lobster* | 4 OCAHO | 631 | (1994) |

Excessive Fines

*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)

Final Order

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

Generally

*Adnan Niaz Mir v. Federal Bureau of Prisons* 3 OCAHO 510 (1993)
*Adnan Niaz Mir v. Federal Bureau of Prisons* 3 OCAHO 577 (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 460 (1992)
*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 568 (1993)
*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* 3 OCAHO 586 (1993)
*Florinda Kattan v. Union League Club of Chicago* 4 OCAHO 599 (1994)
*In re Investigation of ABM Industries, Subpoena* 5 OCAHO 763 (1995)
*In re Investigation of Carolina Employers Association, Subpoena* 3 OCAHO 455 (1992)
*In re Investigation of Valley Crest Tree Company, Subpoena* 3 OCAHO 579 (1993)
*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) |

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) |

Jeopardy

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

Judgment on the Pleadings

| | | | |
|---|---|---|---|
| *United States v. Chums Corporation* | 6 OCAHO | 842 | (1996) |
| *United States v. Feliciano Leon-Gutierrez* | 6 OCAHO | 875 | (1996) |

| | | | |
|---|---|---|---|
| *United States v. Gloria Fashions, Inc.* | 6 OCAHO | 839 | (1996) |
| *United States v. Harran Transportation Company, Inc.* | 6 OCAHO | 857 | (1996) |

Jurisdiction

| | | | |
|---|---|---|---|
| *Arnulfo Medina v. Bend-Pack, Inc.* | 5 OCAHO | 791 | (1995) |
| *Christopher Winkler v. Timlin Corporation* | 6 OCAHO | 912 | (1997) |
| *Costigan v. NYNEX* | 6 OCAHO | 918 | (1997) |
| *Drahomira Adame v. Dunkin Donuts* | 5 OCAHO | 722 | (1995) |
| *Earl Russel Horne v. Town of Hampstead* | 6 OCAHO | 906 | (1997) |
| *Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.* | 6 OCAHO | 923 | (1997) |
| *Julian Sahagun v. Bend-Pack, Inc.* | 5 OCAHO | 809 | (1995) |
| *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) |
| *Michael K. Lee v. Airtouch Communications* | 6 OCAHO | 901 | (1996) |
| *Miguel A. Gallegos v. Magna-View, Inc.* | 4 OCAHO | 619 | (1994) |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 OCAHO | 915 | (1997) |
| *Ronald C. Wilson v. Harrisburg School District* | 6 OCAHO | 919 | (1997) |
| *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) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 907 | (1997) |
| *Terrence McCaffrey v. LSI Logic Corporation* | 6 OCAHO | 867 | (1996) |
| *Tina B. Boyd v. Amzi Sherling, DDS* | 6 OCAHO | 916 | (1997) |

Knowledge of Regulations

| | | | |
|---|---|---|---|
| *United States v. Cordin Company* | 10 OCAHO | 1162 | (2012) |

Letter of Determination

| | | | |
|---|---|---|---|
| *Jose R. Lima v. New York City Department of Education* | 10 OCAHO | 1128 | (2009) |

*United States v. Hyatt Regency Lake Tahoe* 6 OCAHO 861 (1996)

Modification(s)

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

*United States v. Danny Mathis d/b/a Mathis Maspory* 5 OCAHO 752 (1995)

*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)

*United States v. Leticia Cruz-Mandoza* 5 OCAHO 750 (1995)

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

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

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

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

Motion(s)

*Robert Y. Chu v. Fujitsu Network Transmission System, Inc.* 4 OCAHO 678 (1994)

*Wartan Bozoghlanian v. Hughes Radar Systems Group* 5 OCAHO 741 (1995)

Notice of Hearing

*United States v. Green Plaza, Inc.* 4 OCAHO 618 (1994)

Office of Special Counsel

*In Re Investigation of: NHS Human Services* 10 OCAHO 1198 (2013)

Office of Special Counsel Investigation(s)

*In re Investigation of Conoco, Inc., Subpoena* 8 OCAHO 1049 (2000)

Parties Are Presumed to Know the Rules of Practice and Procedure That Govern OCAHO Cases

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

Party/Parties

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 635 (1994)

Pleadings

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 645 (1994)

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 668 (1994)

*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)

Post-Hearing Brief

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 603 (1994)

Privilege Claim

*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)

Proceeding

*Abdul Hamid Kadir v. Regal Dental Ceramics* 4 OCAHO 598 (1994)

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 600 (1994)

*United States v. Zabala Vineyards* 6 OCAHO 830 (1995)

Reconsideration

*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1098 (2003)

*United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts* 1 OCAHO 73 (1989)

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

Review of Final Orders

*Florinda Kattan v. Union League Club of Chicago* 4 OCAHO 599 (1994)

Sanctions

| | | | |
|---|---|---|---|
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 OCAHO | 1104 | (2004) |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 OCAHO | 892 | (1996) |
| *United States v. Alberto Noriega-Perez* | 5 OCAHO | 798 | (1995) |
| *United States v. Giamblis Enterprises* | 5 OCAHO | 807 | (1995) |
| *United States v. Mushtaq Ahmed Chaudhry* | 4 OCAHO | 666 | (1994) |
| *United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* | 4 OCAHO | 636 | (1994) |
| Service | | | |
| *Chand Wije v. Barton Springs/Edwards Aquifier C.D.* | 4 OCAHO | 645 | (1994) |
| *Sanford J. Strauss v. Rite Aid Corporation* | 4 OCAHO | 721 | (1994) |
| *United States v. Ambrocio Morales-Guzman* | 5 OCAHO | 776 | (1995) |
| *United States v. Marcos Iniguez-Casillas* | 6 OCAHO | 870 | (1996) |
| *United States v. Nancy Mubarki* | 5 OCAHO | 816 | (1995) |
| *United States v. Spring & Soon Fashion, Inc.* | 7 OCAHO | 982 | (1997) |
| Settlement | | | |
| *Azia Aityahia v. Sabena Airline Training Center, Inc.* | 9 OCAHO | 1122 | (2006) |
| *Gurpreet Sodhi v. Maricopa County Special Health Care District* | 9 OCAHO | 1127 | (2007) |
| *United States v. California Mantel, Inc.* | 10 OCAHO | 1168 | (2013) |
| *United States v. Galilee Fashions, Inc.* | 4 OCAHO | 697 | (1994) |
| *United States v. Moses Sportswear, Inc.* | 6 OCAHO | 841 | (1996) |
| *United States v. New Mexico State Fair* | 6 OCAHO | 898 | (1996) |
| *United States v. Torres Mexican Food, Inc.* | 4 OCAHO | 596 | (1994) |
| Enforcement | | | |
| *Olimpia Tovar v. United States Postal Service* | 4 OCAHO | 650 | (1994) |
| Refusal to Approve | | | |
| *Christopher Winkler v. Timlin Corporation* | 6 OCAHO | 912 | (1997) |
| Statute of Limitations | | | |

| | | | | |
|---|---|---|---|---|
| *United States v. Naim Ojeil & Samoeil Ishk* | 7 | OCAHO | 984 | (1998) |
| *United States v. Workrite Uniform Company, Inc.* | 5 | OCAHO | 755 | (1995) |
| Subpoena | | | | |
| *United States v. Armando Alvarez-Suarez* | 4 | OCAHO | 651 | (1994) |
| Subpoena Enforcement | | | | |
| *In Re Investigation of: NHS Human Services* | 10 | OCAHO | 1198 | (2013) |
| Summary Decision | | | | |
| *Chao v. McDonnell Douglas Corporation* | 6 | OCAHO | 824 | (1995) |
| *Dinko Sefic v. Marconi Wireless* | 9 | OCAHO | 1123 | (2007) |
| *Gurpreet Sodhi v. Maricopa County Special Health Care District* | 9 | OCAHO | 1127 | (2007) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 4 | OCAHO | 638 | (1994) |
| *Natasha Dionne Humphries v. PalmOne* | 9 | OCAHO | 1112 | (2004) |
| *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) |
| *United States v. 1010 Morris Avenue Food Corporation* | 6 | OCAHO | 885 | (1996) |
| *United States v. Alberta Sosa, Inc.* | 5 | OCAHO | 739 | (1995) |
| *United States v. Alberto Noriega-Perez* | 5 | OCAHO | 811 | (1995) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 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. 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. Continental Sports Corporation* | 5 | OCAHO | 799 | (1995) |
| *United States v. Corporate Loss Prevention Associates, Ltd.* | 6 | OCAHO | 908 | (1997) |

| | | | | |
|---|---|---|---|---|
| *United States v. Cristina Galeas* | 5 | OCAHO | 790 | (1995) |
| *United States v. DJ Drywall, Inc.* | 10 | OCAHO | 1136 | (2010) |
| *United States v. Esther Flores-Martinez* | 5 | OCAHO | 733 | (1995) |
| *United States v. Four Star Knitting, Inc.* | 5 | OCAHO | 815 | (1995) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 | OCAHO | 861 | (1996) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 | OCAHO | 879 | (1996) |
| *United States v. Israel Velasquez-Tabir* | 6 | OCAHO | 914 | (1997) |
| *United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.* | 6 | OCAHO | 851 | (1996) |
| *United States v. Julio Carpio-Lingan* | 6 | OCAHO | 914 | (1997) |
| *United States v. Kerry J. Vicker d/b/a SNB Cleaning* | 5 | OCAHO | 819 | (1995) |
| *United States v. Kumar* | 6 | OCAHO | 833 | (1996) |
| *United States v. Lambok Sihombing* | 7 | OCAHO | 944 | (1997) |
| *United States v. Leonor Yolanda Ortiz* | 6 | OCAHO | 905 | (1996) |
| *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. Mesabi Bituminous, Inc.* | 5 | OCAHO | 801 | (1995) |
| *United States v. Nicolas Tinoco-Medina* | 6 | OCAHO | 890 | (1996) |
| *United States v. Ricardo Calderon, Inc.* | 5 | OCAHO | 805 | (1995) |
| *United States v. The Beverly Center* | 5 | OCAHO | 762 | (1995) |
| *United States v. Tri-Component Product Corporation* | 5 | OCAHO | 821 | (1995) |

Summary Deposition

| | | | | |
|---|---|---|---|---|
| *United States v. Leonor Yolanda Ortiz* | 6 | OCAHO | 863 | (1996) |

Unpublished Decisions Lack Precedential Value and Should Not Be Cited/Relied On In Other Cases

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

Untimely Filing

*Ernestina C. Lopez v. James Jung, Hallmark Cleaners* 10 OCAHO 1171 (2013)
*Salim J. Hajiani v. Ali Properties, LLC, Airport Shell* 10 OCAHO 1188 (2013)
*Sall v. Wal-Mart Stores, Inc.* 10 OCAHO 1161 (2012)

Withdrawal

*United States v. Continental Sports Corporation* 5 OCAHO 799 (1995)
*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)
*United States v. Green Plaza, Inc.* 4 OCAHO 618 (1994)
*United States v. Kanon Associated Services, Inc.* 5 OCAHO 800 (1995)
*United States v. Mark's Electrical Contracting Corporation* 4 OCAHO 641 (1994)
*United States v. Nancy Mubarki* 5 OCAHO 816 (1995)
*United States v. Pan American Supply Company, Inc.* 5 OCAHO 804 (1995)
*United States v. Renato Parondo Jaque* 6 OCAHO 823 (1995)

Work Authorization

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)
*United States v. Jonel, Inc.* 8 OCAHO 1008 (1998)

**ADMINISTRATIVE PROCEDURE ACT**

Evidence

*United States v. Kumar* 6 OCAHO 833 (1996)
*United States v. Snack Attack Deli, Inc.* 10 OCAHO 1137 (2010)

Generally

*LeEdwards v. Kumagai International USA Corporation* 4 OCAHO 609 (1994)
*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)

| | | | |
|---|---|---|---|
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 OCAHO | 358 | (1991) |
| *United States v. David Jenkins* | 5 OCAHO | 743 | (1995) |
| *United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* | 1 OCAHO | 216 | (1990) |
| *United States v. Koamerican Trading Corporation* | 1 OCAHO | 63 | (1989) |
| *United States v. Maka's Akamai Service* | 1 OCAHO | 36 | (1988) |
| *United States v. New El Rey Sausage Company* | 1 OCAHO | 78 | (1989) |
| *United States v. Sergio Alaniz d/b/a Sagunada* | 1 OCAHO | 245 | (1990) |

Hearing(s)

| | | | |
|---|---|---|---|
| *United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* | 4 OCAHO | 623 | (1994) |

Order(s)

| | | | |
|---|---|---|---|
| *United States v. Workrite Uniform Company, Inc.* | 5 OCAHO | 755 | (1995) |

**ADMINISTRATIVE REVIEW**

Affirmation(s)

| | | | |
|---|---|---|---|
| *United States v. Big Bear Market* | 1 OCAHO | 55 | (1989) |
| *United States v. Citizen's Utilities Company, Inc., Telephone Division* | 1 OCAHO | 120 | (1990) |
| *United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant* | 1 OCAHO | 129 | (1990) |
| *United States v. Felipe, Inc.* | 1 OCAHO | 108 | (1989) |
| *United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market* | 1 OCAHO | 62 | (1989) |
| *United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias* | 2 OCAHO | 330 | (1991) |
| *United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias* | 2 OCAHO | 330 | (1991) |
| *United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* | 1 OCAHO | 280 | (1990) |
| *United States v. Gus and Candy Kirk d/b/a Kirk Enterprises* | 1 OCAHO | 80 | (1989) |
| *United States v. Kaday Musu Thoronka* | 5 OCAHO | 772 | (1995) |
| *United States v. Lea's Party Rentals, Inc.* | 1 OCAHO | 124 | (1990) |
| *United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant* | 1 OCAHO | 47 | (1989) |

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

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

*United States v. Shine Auto Service* 1 OCAHO 102 (1989)

*United States v. Sophie Valdez d/b/a La Parilla Restaurant* 1 OCAHO 112 (1989)

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

ALJ's Penalty Assessment Need Not Be Disturbed If It Is Reasonable in Light of Statutory Factors

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

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

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

Brief Sent by Overnight Delivery on Due Date Must also be Faxed to be Considered Timely

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

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

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

Certification(s)

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

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

Date of Entry of the ALJ's Order Begins the 10-Day Time Period for Filing a Request for Review

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

Denial of Review

*United States v. Christie Automotive Products* 2 OCAHO 365 (1991)

*United States v. Cordin Company* 10 OCAHO 1162 (2012)

*United States v. Dodge Printing Centers, Inc.* 1 OCAHO 159 (1990)

| | | | | |
|---|---|---|---|---|
| *United States v. Horno MSJ, Ltd., Company* | 11 OCAHO | 1247 | a | (2015) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 OCAHO | 303 | | (1991) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 OCAHO | 312 | | (1991) |
| *United States v. Power Operating Company* | 3 OCAHO | 561 | | (1993) |
| *United States v. Robert Cleek d/b/a Robert Cleek Concrete Company* | 1 OCAHO | 182 | | (1990) |
| *United States v. Silverado Stages, Inc.* | 10 OCAHO | 1185 | | (2013) |

Documents are not Considered Filed Until Received By OCAHO

| | | | | |
|---|---|---|---|---|
| *United States v. Buffalo Transportation, Inc.* | 11 OCAHO | 1263 | a | (2015) |
| *United States v. The Red Coach Restaurant, Inc.* | 10 OCAHO | 1200 | | (2013) |

Filing and Service

| | | | | |
|---|---|---|---|---|
| *United States v. Silverado Stages, Inc.* | 10 OCAHO | 1185 | | (2013) |

Form of Request

| | | | | |
|---|---|---|---|---|
| *United States v. Mitchell Greif, President, Coast Poly, LLC* | 10 OCAHO | 1183 | | (2013) |

Generally

| | | | | |
|---|---|---|---|---|
| *Mester Manufacturing Company v. United States* | 1 OCAHO | 44 | | (1989) |
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 OCAHO | 358 | | (1991) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 829 | | (1995) |
| *United States v. Giannini Landscaping, Inc.* | 3 OCAHO | 573 | | (1993) |
| *United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner* | 4 OCAHO | 696 | | (1994) |
| *United States v. Karnival Fashion, Inc.* | 5 OCAHO | 783 | | (1995) |
| *United States v. Koamerican Trading Corporation* | 1 OCAHO | 63 | | (1989) |
| *United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm* | 1 OCAHO | 212 | | (1990) |
| *United States v. Maka's Akamai Service* | 1 OCAHO | 36 | | (1988) |
| *United States v. Mitchell Greif, President, Coast Poly, LLC* | 10 OCAHO | 1183 | | (2013) |

| | | | |
|---|---|---|---|
| *United States v. Mushtaq Admed Chaudhry* | 3 OCAHO | 576 | (1993) |
| *United States v. New El Rey Sausage Company* | 1 OCAHO | 78 | (1989) |
| *United States v. Oscar Eduardo Villatoro-Guzman* | 4 OCAHO | 652 | (1994) |
| *United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service* | 5 OCAHO | 760 | (1995) |
| *United States v. Power Operating Company* | 3 OCAHO | 561 | (1993) |

Interlocutory Order (s)

| | | | |
|---|---|---|---|
| *United States v. Split Rail Fence Company, Inc.* | 10 OCAHO | 1181 | (2013) |

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

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

Modification(s)

| | | | |
|---|---|---|---|
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 OCAHO | 358 | (1991) |
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 OCAHO | 382 | (1991) |
| *United States v. Applied Computer Technology* | 2 OCAHO | 367 | (1991) |
| *United States v. Armando Alvarez-Suarez* | 4 OCAHO | 699 | (1994) |
| *United States v. Charles C. W. Wu d/b/a Airport Budget Hotel* | 3 OCAHO | 434 | (1992) |
| *United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* | 5 OCAHO | 794 | (1995) |
| *United States v. Chuy's Paint & Body Shop* | 1 OCAHO | 19 | (1988) |
| *United States v. Coastal Transportation, Inc.* | 1 OCAHO | 27 | (1988) |
| *United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited* | 1 OCAHO | 23 | (1988) |
| *United States v. Corporate Loss Prevention Associates, Ltd.* | 6 OCAHO | 908 | (1997) |
| *United States v. Danny Mathis d/b/a Mathis Maspory* | 4 OCAHO | 717 | (1995) |
| *United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels* | 3 OCAHO | 554 | (1993) |
| *United States v. Elsinore Manufacturing, Inc.* | 1 OCAHO | 13 | (1988) |
| *United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez* | 5 OCAHO | 732 | (1995) |
| *United States v. Karnival Fashion, Inc.* | 5 OCAHO | 783 | (1995) |

| | | | | |
|---|---|---|---|---|
| *United States v. La Luna Azul* | 1 | OCAHO | 14 | (1988) |
| *United States v. Landscapes By Susanna* | 3 | OCAHO | 556 | (1993) |
| *United States v. Leticia Cruz-Mandoza* | 5 | OCAHO | 750 | (1995) |
| *United States v. Maria Teresa De Jesus Morales-Martinez* | 5 | OCAHO | 727 | (1995) |
| *United States v. Mohammed Noorealam* | 5 | OCAHO | 797 | (1995) |
| *United States v. Mourad Abu Remileh* | 5 | OCAHO | 724 | (1995) |
| *United States v. New El Rey Sausage Company* | 1 | OCAHO | 78 | (1989) |
| *United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant* | 2 | OCAHO | 329 | (1991) |
| *United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant* | 2 | OCAHO | 339 | (1991) |
| *United States v. Old Town Mexican Café* | 1 | OCAHO | 15 | (1988) |
| *United States v. Park Sunset Hotel* | 3 | OCAHO | 525 | (1993) |
| *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) |
| *United States v. Prestige Landscapes* | 1 | OCAHO | 16 | (1988) |
| *United States v. Rainbow Steel Company* | 1 | OCAHO | 17 | (1988) |
| *United States v. Satarain, Individually* | 3 | OCAHO | 557 | (1993) |
| *United States v. Simon Osagie Iyawe* | 5 | OCAHO | 744 | (1995) |
| Motion to Vacate ALJ's Final Order of Dismissal Construed as Request for Administrative Review | | | | |
| *United States v. Vilardo Vineyards* | 11 | OCAHO | 1248 | (2015) |
| Remand | | | | |
| *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) |
| Request for Review Filed After Ten-Day Deadline is Untimely Unless Equitable Tolling Applies | | | | |
| *United States v. Buffalo Transportation, Inc.* | 11 | OCAHO | 1263 a | (2015) |

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)
*United States v. Horno MSJ, Ltd., Company* 11 OCAHO 1247 a (2015)
Request for Review Must Be Timely Filed and Served to Give Opposing Party Time to Respond

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 a (2015)
*United States v. Horno MSJ, Ltd., Company* 11 OCAHO 1247 a (2015)
Requests for Review Must Be Filed and Served by Expedited Delivery Methods

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 a (2015)
Review Limited to Issues Contained in the Request for Review

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

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

*United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service* 5 OCAHO 760 (1995)
The CAHO Is Authorized to Apply a De Novo Standard of Review to the ALJ's Decision

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 a (2015)
*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)
*United States v. Romans Racing Stables, Inc.* 11 OCAHO 1232 (2014)
*United States v. The Red Coach Restaurant, Inc.* 10 OCAHO 1200 (2013)
*United States v. Vilardo Vineyards* 11 OCAHO 1248 (2015)
Timeliness

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)
*United States v. Cordin Company* 10 OCAHO 1162 (2012)

| | | | | |
|---|---|---|---|---|
| *United States v. Dodge Printing Centers, Inc.* | 1 | OCAHO | 181 | (1990) |
| *United States v. Horno MSJ, Ltd., Company* | 11 | OCAHO | 1247 a | (2015) |
| *United States v. New El Rey Sausage Company* | 1 | OCAHO | 785 | (1989) |
| *United States v. Robert Cleek d/b/a Robert Cleek Concrete Company* | 1 | OCAHO | 182 | (1990) |
| *United States v. Silverado Stages, Inc.* | 10 | OCAHO | 1185 | (2013) |

Vacation(s)

| | | | | |
|---|---|---|---|---|
| *Mester Manufacturing Company v. United States* | 1 | OCAHO | 44 | (1989) |
| *United States v. Casa Lupe* | 1 | OCAHO | 31 | (1988) |
| *United States v. Crescent City Meat Company, Inc.* | 11 | OCAHO | 1217 | (2014) |
| *United States v. Koamerican Trading Corporation* | 1 | OCAHO | 63 | (1989) |
| *United States v. Maka's Akamai Service* | 1 | OCAHO | 36 | (1988) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 1 | OCAHO | 274 | (1990) |
| *United States v. Shine Auto Service* | 1 | OCAHO | 70 | (1989) |
| *United States v. Tenampa Ballroom* | 1 | OCAHO | 34 | (1988) |
| *United States v. Vilardo Vineyards* | 11 | OCAHO | 1248 | (2015) |

**ADMISSIONS**

Amended

| | | | | |
|---|---|---|---|---|
| *United States v. Tempo Plastic Company, Inc.* | 8 | OCAHO | 1010 | (1998) |

Generally

| | | | | |
|---|---|---|---|---|
| *United States v. Alberta Sosa, Inc.* | 5 | OCAHO | 739 | (1995) |
| *United States v. Alberto Noriega-Perez* | 5 | OCAHO | 798 | (1995) |
| *United States v. Alberto Noriega-Perez* | 5 | OCAHO | 811 | (1995) |
| *United States v. Alberto Noriega-Perez* | 6 | OCAHO | 859 | (1996) |
| *United States v. Burns and Intra-Continental Enterprises* | 5 | OCAHO | 759 | (1995) |
| *United States v. Dolly Boman Irani* | 6 | OCAHO | 860 | (1996) |

| | | | |
|---|---|---|---|
| *United States v. Four Star Knitting, Inc.* | 5 OCAHO | 815 | (1995) |
| *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. Kanon Associated Services, Inc.* | 5 OCAHO | 800 | (1995) |
| *United States v. Karnival Fashion, Inc.* | 5 OCAHO | 769 | (1995) |
| *United States v. Orlando Diaz-Rosas* | 4 OCAHO | 702 | (1994) |
| *United States v. Spring & Soon Fashion, Inc.* | 8 OCAHO | 1003 | (1998) |
| *United States v. Tempo Plastic Company, Inc.* | 8 OCAHO | 1010 | (1998) |
| *United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* | 9 OCAHO | 1092 | (2003) |
| *United States v. Zip City Partner, L.P. d/b/a Zip City Brewing* | 7 OCAHO | 965 | (1997) |

Guilty Pleas/Plea Agreement

| | | | |
|---|---|---|---|
| *United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* | 9 OCAHO | 1092 | (2003) |

Response

| | | | |
|---|---|---|---|
| *United States v. Ziagul Zekreya* | 4 OCAHO | 677 | (1994) |
| *United States v. Ziagul Zekreya* | 4 OCAHO | 683 | (1994) |

Sanctions

| | | | |
|---|---|---|---|
| *United States v. Alberto Noriega-Perez* | 5 OCAHO | 811 | (1995) |
| *United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge* | 4 OCAHO | 615 | (1994) |

Summary Decision

| | | | |
|---|---|---|---|
| *United States v. Alberta Sosa, Inc.* | 5 OCAHO | 739 | (1995) |
| *United States v. Alberto Noriega-Perez* | 5 OCAHO | 811 | (1995) |
| *United States v. Ana Maria Villegas-Valenzuela* | 5 OCAHO | 784 | (1995) |
| *United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* | 4 OCAHO | 718 | (1994) |
| *United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* | 5 OCAHO | 742 | (1995) |

| | | | |
|---|---|---|---|
| *United States v. Esther Flores-Martinez* | 5 OCAHO | 733 | (1995) |
| *United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.* | 6 OCAHO | 851 | (1996) |
| *United States v. Maria Sourovova* | 7 OCAHO | 987 | (1998) |
| *United States v. Marisol Chavez-Ramirez* | 5 OCAHO | 774 | (1995) |
| *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. WSC Plumbing, Inc.* | 9 OCAHO | 1062 | (2000) |

**AFFIDAVITS**

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

Generally

| | | | |
|---|---|---|---|
| *Celia Simon v. Ingram Micro, Inc.* | 9 OCAHO | 1088 | (2003) |
| *Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc.* | 8 OCAHO | 1005 | (1998) |
| *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) |
| *United States v. 1010 Morris Avenue Food Corporation* | 6 OCAHO | 885 | (1996) |
| *United States v. Dolly Boman Irani* | 6 OCAHO | 860 | (1996) |
| *United States v. Esther Flores-Martinez* | 5 OCAHO | 733 | (1995) |
| *United States v. Leonor Yolanda Ortiz* | 6 OCAHO | 863 | (1996) |
| *United States v. Nicolas Tinoco-Medina* | 6 OCAHO | 890 | (1996) |

Personal Knowledge

| | | | |
|---|---|---|---|
| *Celia Simon v. Ingram Micro, Inc.* | 9 OCAHO | 1088 | (2003) |

Standards

*Celia Simon v. Ingram Micro, Inc.* 9 OCAHO 1088 (2003)

Summary Decision

*Celia Simon v. Ingram Micro, Inc.* 9 OCAHO 1088 (2003)

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

**AFFIRMATIVE DEFENSES(S)**

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

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)

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

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

**AFFIRMATIVE MISCONDUCT**

Generally

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

**AFTER-ACQUIRED INFORMATION**

Discharge

*Olatunji Moshood Fakunmoju v. Claims Administration Corporation* 4 OCAHO 624 (1994)

Generally

*Aurelia Forden v. Dr. Lothar Griessbach* 5 OCAHO 735 (1995)

**ALIENS**

Deportation

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

Employment Eligibility

| | | | |
|---|---|---|---|
| *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) |
| Form I-9 | | | |
| *United States v. 4431, Inc. t/a Candlelight Inn* | 4 OCAHO | 611 | (1994) |
| *United States v. David Jenkins* | 5 OCAHO | 743 | (1995) |
| *United States v. Four Star Knitting, Inc.* | 6 OCAHO | 868 | (1996) |
| Generally | | | |
| *Luigia Wiesner v. CIT Tours, Inc.* | 5 OCAHO | 773 | (1995) |
| *Maria Fuentes v. Grace Culinary Systems* | 6 OCAHO | 873 | (1996) |
| *United States v. Buckingham Limited Partnership d/b/a Mr. Wash* | 1 OCAHO | 151 | (1990) |
| *United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant* | 1 OCAHO | 123 | (1990) |
| *United States v. Continental Sports Corporation* | 5 OCAHO | 799 | (1995) |
| Illegal Alien(s) | | | |
| *Juan Antonio Martinez v. Ray's Bar-B-Que* | 9 OCAHO | 1120 | (2005) |
| *United States v. Alberta Sosa, Inc.* | 6 OCAHO | 831 | (1996) |
| *United States v. Giamblis Enterprises* | 6 OCAHO | 834 | (1996) |
| *United States v. Great Bend Packing Company* | 6 OCAHO | 835 | (1996) |
| *United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.* | 4 OCAHO | 637 | (1994) |
| *United States v. Ricardo Calderon, Inc.* | 6 OCAHO | 832 | (1996) |
| Pattern or Practice | | | |
| *United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* | 4 OCAHO | 601 | (1994) |
| *United States v. Zabala Vineyards* | 6 OCAHO | 830 | (1995) |
| Permanent Resident | | | |

*Miguel A. Gallegos v. Magna-View, Inc.* 4 OCAHO 619 (1994)

Protected

*Arnulfo Medina v. Bend-Pack, Inc.* 5 OCAHO 791 (1995)

*Maria Fuentes v. Grace Culinary Systems* 6 OCAHO 873 (1996)

*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. Hyatt Regency Lake Tahoe* 6 OCAHO 861 (1996)

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

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

Refugees

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

Temporary Protected Status (TPS)

*Elizabeth S. Mengarpuan v. Asbury Methodist Village* 4 OCAHO 612 (1994)

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

Unauthorized

*Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* 3 OCAHO 590 (1993)

*Mr. Doron Tal v. M. L. Energia, Inc.* 3 OCAHO 519 (1993)

*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)

*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

*United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* 9 OCAHO 1092 (2003)

Work Authorization

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

| | | | |
|---|---|---|---|
| *United States v. Armando Alvarez-Suarez* | 6 OCAHO | 862 | (1996) |
| *United States v. Diversified Technology and Services of Virginia, Inc.* | 9 OCAHO | 1095 | (2003) |

**AMICUS CURIAE**

Brief(s)

| | | | |
|---|---|---|---|
| *United States v. American McNair, Inc.* | 1 OCAHO | 261 | (1990) |

**ANSWER**

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

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

Admission(s)

| | | | |
|---|---|---|---|
| *United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* | 5 OCAHO | 742 | (1995) |
| *United States v. Exim, Inc. and Jaime Monardes, Individually* | 3 OCAHO | 591 | (1993) |
| *United States v. Jennifer Dittman d/b/a Ready Room Restaurant* | 1 OCAHO | 195 | (1990) |
| *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. Maria Esther Lemus d/b/a Rancho Lemus* | 3 OCAHO | 421 | (1992) |
| *United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn* | 1 OCAHO | 873 | (1989) |
| *United States v. Student Exchange International, Inc.* | 1 OCAHO | 117 | (1989) |
| *United States v. USA Café* | 1 OCAHO | 42 | (1989) |
| *United States v. Walia's, Inc. d/b/a Walia's Restaurant* | 1 OCAHO | 122 | (1990) |
| *United States v. William and Maria Sievert* | 1 OCAHO | 294 | (1991) |

Affirmative Defense(s)

| | | | |
|---|---|---|---|
| *United States v. Anthony Borrelli and Sons, Inc.* | 8 OCAHO | 1027 | (1999) |
| *United States v. Fairfield Jersey, Inc.* | 9 OCAHO | 1072 | (2001) |
| *United States v. Felipe De Leon-Valenzuela* | 6 OCAHO | 866 | (1996) |

*United States v. Great Earth Companies, Inc.* 9 OCAHO 1070 (2001)
*United States v. Gregorio Alabada Makilan* 4 OCAHO 610 (1994)
*United States v. LFW Dairy Corporation* 10 OCAHO 1129 (2009)
*United States v. Marisol Chavez-Ramirez* 5 OCAHO 774 (1995)
*United States v. Martina Limon-Perez* 5 OCAHO 796 (1995)
*United States v. Patrol & Guard Enterprises, Inc.* 8 OCAHO 1040 (2000)
Untimely Filing(s)
*Ashwani Goel v. Indotronix Internation Corporation* 9 OCAHO 1102 (2003)
Amended

*United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* 6 OCAHO 865 (1996)
Clarification

*Ramiro A. Villalobos v. Roumiguiere Vineyards* 4 OCAHO 630 (1994)
Denial

*United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors* 1 OCAHO 119 (1989)
*United States v. Jennifer Dittman d/b/a Ready Room Restaurant* 1 OCAHO 195 (1990)
*United States v. Minaco Fashions, Inc.* 3 OCAHO 534 (1993)
*United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management* 3 OCAHO 541 (1993)
*United States v. Tiki Pools, Inc. d/b/a California Pools and Spa* 1 OCAHO 76 (1989)
Dismissal

*Miguel A. Gallegos v. Magna-View, Inc.* 4 OCAHO 628 (1994)
*United States v. Cordin Company* 10 OCAHO 1162 (2012)
Excusable Neglect

*D'Amico v. Erie Community College* 7 OCAHO 927 (1997)
Failure To File Answer May Be Deemed a Waiver of Right to Appear and Contest Allegations

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

Generally

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

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) |
| *United States v. Alberta Sosa, Inc.* | 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) |
| *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) |

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) |

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) |
| *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. McDonnell Douglas Corporation* | 4 | OCAHO | 616 | (1994) |
| *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. U.S. Style, Inc.* | 6 | OCAHO | 827 | (1995) |


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) |


Supplemental Brief


| | | | | |
|---|---|---|---|---|
| *United States v. Williams Produce, Inc.* | 4 | OCAHO | 671 | (1994) |

Timeliness


| | | | |
|---|---|---|---|
| *United States v. Armando Alvarez-Suarez* | 4 OCAHO | 655 | (1994) |
| *United States v. Monica Zapata-Cosio* | 4 OCAHO | 685 | (1994) |
| *United States v. Spring & Soon Fashion, Inc.* | 8 OCAHO | 1003 | (1998) |


Untimely Filing


| | | | |
|---|---|---|---|
| *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. Alberta Sosa, Inc.* | 5 OCAHO | 739 | (1995) |
| *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 | 97 | (1989) |
| *United States v. Edith Fine* | 1 OCAHO | 116 | (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. Lawrence H. Harrold d/b/a Diamond Pallet Company* | 1 OCAHO | 114 | (1989) |
| *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. Redwood Office Products, Inc.* | 1 OCAHO | 193 | (1990) |
| *United States v. Shine Auto Service* | 1 OCAHO | 70 | (1989) |
| *United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company* | 1 OCAHO | 88 | (1989) |


**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)

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)

Waiver

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

**ATTORNEY**

Appearance

*James R. Cook v. Pro Source, Inc.* 7 OCAHO 960 (1997)

*Johnson v. Florida Power Corporation* 7 OCAHO 981 (1997)

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

*United States v. Green Plaza, Inc.* 4 OCAHO 618 (1994)

*United States v. Midtown Fashion, Inc.* 4 OCAHO 665 (1994)

*United States v. Mourad Abu Remileh* 4 OCAHO 680 (1994)

*United States v. Ziagul Zekreya* 4 OCAHO 683 (1994)

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)

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)

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

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

Conflict of Interest

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

Duty To Tribunal

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1089 (2003)

Exclusion of Opposing Counsel

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

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

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

Generally

| | | | |
|---|---|---|---|
| *Costigan v. NYNEX* | 6 OCAHO | 918 | (1997) |
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 OCAHO | 1104 | (2004) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1089 | (2003) |
| *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) |
| Right to Counsel | | | |
| At Government Expense | | | |
| *United States v. Shirley Fuimoto, Hawaii Government Employees Association* | 7 OCAHO | 937 | (1997) |
| Substitution of Attorney | | | |
| *Howard Eugene McNier v. San Francisco State University College of Business* | 8 OCAHO | 1034 | (1999) |
| *United States v. Blueberry Hill Family Restaurant, Inc.* | 4 OCAHO | 704 | (1994) |
| Withdrawal | | | |
| *United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.* | 6 OCAHO | 900 | (1996) |
| *United States v. Continental Sports Corporation* | 5 OCAHO | 799 | (1995) |
| *United States v. Cristina Galeas* | 5 OCAHO | 790 | (1995) |
| *United States v. Esther Flores-Martinez* | 4 OCAHO | 647 | (1994) |
| *United States v. Esther Flores-Martinez* | 4 OCAHO | 682 | (1994) |
| *United States v. Green Plaza, Inc.* | 4 OCAHO | 618 | (1994) |
| *United States v. Leonor Yolanda Ortiz* | 6 OCAHO | 905 | (1996) |
| *United States v. Leonor Yolanda Ortiz* | 6 OCAHO | 904 | (1996) |
| *United States v. Maria Celia Aispuro-Nunez* | 5 OCAHO | 745 | (1995) |
| *United States v. Mark's Electrical Contracting Corporation* | 4 OCAHO | 641 | (1994) |
| *United States v. Midtown Fashion, Inc.* | 4 OCAHO | 657 | (1994) |

*United States v. Midtown Fashion, Inc.* 4 OCAHO 665 (1994)
*United States v. Mireya Pedraza-Guzman* 5 OCAHO 792 (1995)
*United States v. Mourad Abu Remileh* 4 OCAHO 680 (1994)
*United States v. Nancy Mubarki* 5 OCAHO 816 (1995)
*United States v. Pan American Supply Company, Inc.* 5 OCAHO 804 (1995)
*United States v. Renato Parondo Jaque* 6 OCAHO 823 (1995)
*United States v. Ziagul Zekreya* 4 OCAHO 683 (1994)

**ATTORNEY FEES**

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

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

Application For Fees Must Include Time Expended and Rate At Which Fees Were Computed

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

Attorney Fees Can Be Awarded Only to a Prevailing Party

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)
*United States v. Keegan Varitey, LLC* 11 OCAHO 1238 (2014)
*Victor B. Palma v. Alufase USA, LLC* 10 OCAHO 1213 (2014)

Attorney Fees Unavailable Where Government's Position Was Substantially Justified

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

Authority of Chief Administrative Hearing Officer to Review

*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)

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

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

Dismissal

Pro Se

*Elizabeth A. Kalil v. Utica City School District* 9 OCAHO 1103 (2003)

Fee Applicant Bears Burden of Showing the Reasonableness of Hours Worked and Rate Claimed

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

Fees Calculated By Lodestar Method

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

Generally

*Anna J. Flores v. Daniel Dry Cleaners* 4 OCAHO 715 (1994)

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 5 OCAHO 785 (1995)

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)

*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 568 (1993)

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

*Eusebio Huesca v. Rojas Bakery* 4 OCAHO 654 (1994)

*Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.* 7 OCAHO 990 (1998)

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

*Jarvis v. AK Steel* 7 OCAHO 952 (1997)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1091 (2003)

*Jose Jasso v. Danbury Hilton & Towers* 3 OCAHO 566 (1993)

*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)

*Michael K. Lee v. Airtouch Communications* 7 OCAHO 926 (1997)

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

*United States v. Applied Computer Technology* 2 OCAHO 306 (1991)

*United States v. Auburn University* 4 OCAHO 646 (1994)

*United States v. Auburn University* 4 OCAHO 662 (1994)

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

*United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* 1 OCAHO 216 (1990)
*United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* 1 OCAHO 270 (1990)
*United States v. Great Earth Companies, Inc.* 9 OCAHO 1070 (2001)
*United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors* 1 OCAHO 119 (1989)
*United States v. Mourad Abu Remileh* 6 OCAHO 864 (1996)
*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 1 OCAHO 274 (1990)
*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 2 OCAHO 308 (1991)
*Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation* 4 OCAHO 711 (1994)
*Werline v. Public Service Electric & Gas Company* 7 OCAHO 955 (1997)

Nonprevailing Party's Pro Se Status and Ability to Recognize Merit of Claim May Be Considered

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

Not Permitted as Sanction for Failure to Comply With Discovery Order

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

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

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

Prevailing Complainant Not Awarded Costs and Other Expenses

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

Prevailing Party

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 5 OCAHO 785 (1995)
*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)
*Earl Russel Horne v. Town of Hampstead* 7 OCAHO 959 (1997)
*Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.* 7 OCAHO 969 (1997)
*Michael K. Lee v. Airtouch Communications* 7 OCAHO 926 (1997)

*Robert Y. Chu v. Fujitsu Network Transmission System, Inc.* 5 OCAHO 778 (1995)
*United States v. Auburn University* 4 OCAHO 688 (1994)
*Victor B. Palma v. Alufase USA, LLC* 10 OCAHO 1213 (2014)
*Yadira Azucena Ocampo Soto v. Top Industrial, Inc.* 8 OCAHO 1016 (1998)
Prevailing Party Determination Requires Merits Decision or Consent Decree

*Victor B. Palma v. Alufase USA, LLC* 10 OCAHO 1213 (2014)
Prevailing Party in Section 1324b Cases Generally Not Entitled to Costs and Incidental Expenses

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)
Prevailing Party is Presumed to be Entitled to an Award of Attorney's Fees

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

*Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership* 11 OCAHO 1254 a (2015)
*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)
Pro Se

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 5 OCAHO 785 (1995)
*Jose Jasso v. Danbury Hilton & Towers* 3 OCAHO 566 (1993)
*Maria Fuentes v. Grace Culinary Systems* 6 OCAHO 873 (1996)
*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 600 (1994)
Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Himself

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

Reasonableness Standard

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)
*Earl Russel Horne v. Town of Hampstead* 7 OCAHO 959 (1997)
*Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.* 7 OCAHO 969 (1997)

Sovereign

*United States v. Great Earth Companies, Inc.* 9 OCAHO 1070 (2001)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 755 (1995)
*United States v. Zabala Vineyards* 6 OCAHO 844 (1996)

Substantial Justification

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)

Supreme Court Holding

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 600 (1994)

Tax Protester

*Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.* 7 OCAHO 990 (1998)
*Kosatschkow v. Allen-Stevens Corporation* 7 OCAHO 966 (1997)
*Michael K. Lee v. Airtouch Communications* 7 OCAHO 926 (1997)
*Richard F. Lareau v. US Airways, Inc.* 7 OCAHO 963 (1997)
*Russell M. Hamilton v. The Recorder* 7 OCAHO 978 (1997)

**ATTORNEY/CLIENT**

Attorney Fees

*Boris Gerardo Salazar-Castro v. Cincinnati Public Schools* 3 OCAHO 406 (1992)
*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 568 (1993)
*Errol Williams v. Lucas & Associates* 1 OCAHO 254 (1990)

| | | | |
|---|---|---|---|
| *Esther Din Brooks v. Watts Window World* | 3 OCAHO | 570 | (1993) |
| *Fordjour v. General Dynamics* | 1 OCAHO | 286 | (1991) |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 OCAHO | 255 | (1990) |
| *Jesse Charles Jones v. DeWitt Nursing Home* | 1 OCAHO | 189 | (1990) |
| *Jesse Charles Jones v. DeWitt Nursing Home* | 1 OCAHO | 266 | (1990) |
| *Joan A. Lardy v. United Airlines, Inc.* | 3 OCAHO | 493 | (1993) |
| *John C. Grodzki v. OOCL, Inc.* | 1 OCAHO | 295 | (1991) |
| *Jose Jasso v. Danbury Hilton & Towers* | 3 OCAHO | 566 | (1993) |
| *Juan Francisco Martinez v. Lott Constructors, Inc.* | 2 OCAHO | 323 | (1991) |
| *Juan J. Salcido v. New-Way Pork Company* | 3 OCAHO | 425 | (1992) |
| *Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.* | 3 OCAHO | 438 | (1992) |
| *Michael Williamson v. Autorama, Inc.* | 1 OCAHO | 174 | (1990) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 OCAHO | 25 | (1988) |
| *Omar Egal v. Sears Roebuck & Company* | 3 OCAHO | 442 | (1992) |
| *Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation* | 1 OCAHO | 107 | (1989) |
| *Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation* | 1 OCAHO | 210 | (1990) |
| *Sargon Bethishou v. Ohmite Manufacturing Company* | 1 OCAHO | 77 | (1989) |
| *United States v. Educational Employment Enterprise* | 1 OCAHO | 283 | (1991) |
| *United States v. Educational Employment Enterprise* | 1 OCAHO | 293 | (1991) |
| *United States v. Weld County School District* | 2 OCAHO | 378 | (1991) |
| *Wisniewski v. Douglas County School System* | 1 OCAHO | 29 | (1988) |
| *Yves Nguyen v. ADT Engineering, Inc.* | 3 OCAHO | 489 | (1993) |

Attorney Work Product

| | | | |
|---|---|---|---|
| *Iron Workers Local 455 v. Lake Construction & Development Corporation* | 6 OCAHO | 911 | (1997) |

Generally

| | | | |
|---|---|---|---|
| *Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center* | 10 OCAHO | 1131 | (2009) |

| | | | | |
|---|---|---|---|---|
| *Aranka M. Palancz v. Cedars Medical Center* | 3 | OCAHO | 443 | (1992) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1087 | (2002) |
| Lay Representation | | | | |
| *Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center* | 10 | OCAHO | 1131 | (2009) |
| Privilege Claim | | | | |
| *In re Investigation of Wal-Mart Distribution Center, Subpoena* | 5 | OCAHO | 788 | (1995) |
| *Iron Workers Local 455 v. Lake Construction & Development Corporation* | 6 | OCAHO | 911 | (1997) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1084 | (2002) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 4 | OCAHO | 643 | (1994) |
| Burden of Demonstrating | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1087 | (2002) |
| Extent of Privilege | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1087 | (2002) |
| Generally | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1087 | (2002) |
| Waiver | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1087 | (2002) |
| Representation | | | | |
| *Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center* | 10 | OCAHO | 1131 | (2009) |
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 | OCAHO | 1104 | (2004) |
| *Howard Eugene McNier v. San Francisco State University College of Business* | 8 | OCAHO | 1034 | (1999) |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 | OCAHO | 156 | (1990) |
| *John R. Alvarez v. Interstate Highway Construction* | 2 | OCAHO | 385 | (1991) |
| *Leonid Naginsky v. Department of Defense and EG&G Dynatrend* | 3 | OCAHO | 543 | (1993) |
| Generally | | | | |
| *Lee v. AT&T* | 7 | OCAHO | 924 | (1997) |

Lay or Non-Attorney Representation
*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1097 (2003)
Lay Representation
*Lee v. AT&T* 7 OCAHO 924 (1997)
Substitution of Attorney

*Howard Eugene McNier v. San Francisco State University College of Business* 8 OCAHO 1034 (1999)
*Jesse Charles Jones v. DeWitt Nursing Home* 1 OCAHO 79 (1989)
Withdrawal

*Leonid Naginsky v. Department of Defense* 5 OCAHO 795 (1995)
*United States v. San Diego Semiconductors, Inc.* 1 OCAHO 179 (1990)
**AUTHORITY**
Apparent or Implied

*Iron Workers Local 455 v. Lake Construction & Development Corporation* 7 OCAHO 964 (1997)
*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)
*United States v. Marcel Watch Corporation* 1 OCAHO 143 (1990)
Generally

*In re Investigation of Valley Crest Tree Company, Subpoena* 3 OCAHO 579 (1993)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 755 (1995)
Limit Scope of Discovery

*United States v. Swift & Co.* 9 OCAHO 1073 (2001)
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)

Statutory

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 601 (1994)

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

**BACK PAY**

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

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)

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)

**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 264 (1990)

*United States v. James Q. Carlson d/b/a Jimmy On The Spot* 1 OCAHO 298 (1991)

*United States v. Sparky's Waterfront Saloon, Inc.* 1 OCAHO 126 (1990)

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

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

*United States v. William L. Garcia d/b/a La Buena, Inc.* 7 OCAHO 950 (1997)

**BURDEN OF PROOF**

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)

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) |
| *Florinda Kattan v. Union League Club of Chicago* | 3 | OCAHO | 586 | (1993) |
| *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) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 | OCAHO | 877 | (1996) |
| *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)

Retaliation

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1110 (2004)

Stipulations

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

Government

*United States v. Stanford Sign and Awning, Inc.* 10 OCAHO 1145 (2012)

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)

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. Natural Environmental, Inc.* 10 OCAHO 1197 (2013)

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

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

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

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
Government Met Burden of Proving Unauthorized Status of Some Employees

*United States v. Horno MSJ, Ltd., Company* 11 OCAHO 1247 (2015)
Government Must Prove Aggravating Factor by Preponderance of Evidence

*Margarita Garcia Ocana v. El Dorado Stone, LLC* 11 OCAHO 1244 (2015)
*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* 11 OCAHO 1218 (2014)
*United States v. Dr. Robert Schaus, D.D.S.* 11 OCAHO 1239 (2014)
*United States v. Liberty Packaging, Inc.* 11 OCAHO 1245 (2015)
*United States v. Natural Environmental, Inc.* 10 OCAHO 1197 (2013)
Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

*United States v. 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 Supprt Favorable Exercise of Discretion

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

*United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii* 6 OCAHO 848 (1996)
Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 (2015)
Non-Statutory Factor Considered As Matter of Equity

*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* 11 OCAHO 1218 (2014)
Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

*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)
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)
Retaliation

*John A. Breda v. Kindred Braintree Hospital, LLC* 10 OCAHO 1202 (2013)
*Robert Y. Chu v. Fujitsu Network Transmission System, Inc.* 5 OCAHO 778 (1995)
Withdrawal

*United States v. Auburn University* 4 OCAHO 662 (1994)
**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

*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)
*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)
*United States v. La Fiesta, Inc. d/b/a Las Margaritas* 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. Student Exchange International, Inc.* 1 OCAHO 117 (1989)
*United States v. Torres Mexican Food, Inc.* 4 OCAHO 596 (1994)
*United States v. USA Café* 1 OCAHO 429 (1989)

**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)

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

Authority and Jurisdiction to Review

*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)
*United States v. ABC Roofing & Waterproofing, Inc.* 2 OCAHO 358 (1991)

| | | | | |
|---|---|---|---|---|
| *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) |
| *United States v. Koamerican Trading Corporation* | 1 | OCAHO | 63 | (1989) |
| *United States v. Maka's Akamai Service* | 1 | OCAHO | 36 | (1988) |
| *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) |
| *United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service* | 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) |

Certification(s)

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

Generally

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

Modification(s)

| | | | | |
|---|---|---|---|---|
| *United States v. Armando Alvarez-Suarez* | 4 | OCAHO | 699 | (1994) |
| *United States v. Corporate Loss Prevention Associates, Ltd.* | 6 | OCAHO | 908 | (1997) |
| *United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez* | 5 | OCAHO | 732 | (1995) |
| *United States v. Maria Teresa De Jesus Morales-Martinez* | 5 | OCAHO | 727 | (1995) |
| *United States v. Mohammed Noorealam* | 5 | OCAHO | 797 | (1995) |

| | | | |
|---|---|---|---|
| *United States v. Mourad Abu Remileh* | 5 OCAHO | 724 | (1995) |
| *United States v. Simon Osagie Iyawe* | 5 OCAHO | 744 | (1995) |

**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) |
| *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. 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. 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)
*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted
*United States v. 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)
Aggravation
*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. 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. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)

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 1231 (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 1256 (2015)
ALJ Not Bound by ICE's Method of Calculating Penalties

*United States v. Durable, Inc.* 11 OCAHO 1231 (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 1231 (2014)

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

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

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

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

*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)

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 Seriousness of Violations May Be Reflected in the Final Penalty

*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)

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)

*United States v. The Beverly Center* 5 OCAHO 762 (1995)

Document Fraud

*United States v. Pedro Dominguez* 8 OCAHO 1000 (1998)

Double Jeopardy

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

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

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 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. 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) |
| *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) |

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)

Excessiveness Determined Relative to Characteristics of Offense, Not Offender

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

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)

*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 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 Prepare Form I-9 Among Most Serious Paperwork Violations

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

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 1232 (2014)
Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

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

*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 | 873 | (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) |
| *United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC* | 11 | OCAHO | 1265 | (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. Hair U Wear, LLC* | 11 OCAHO | 1268 | (2016) |
| *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. SKZ Harvesting, Inc.* | 11 OCAHO | 1266 | (2016) |
| *United States v. Speedy Gonzalez Construction, Inc.* | 11 OCAHO | 1243 | (2015) |
| *United States v. Wave Green, Inc. d/b/a Golden Farm Market* | 11 OCAHO | 1267 | (2016) |

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 | 1232 | (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 | 246 | (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 | 246 | (1988) |

| | | | | |
|---|---|---|---|---|
| *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)

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

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

*United States v. 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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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

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. Hair U Wear, LLC* | 11 | OCAHO | 1268 | (2016) |
| *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) |
| *United States v. Wave Green, Inc. d/b/a Golden Farm Market* | 11 | OCAHO | 1267 | (2016) |

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. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

*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)

*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. Senox Corporation* 11 OCAHO 1219 (2014)

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

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

Seriousness of Violation(s)

*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. Draper-King Cole, Inc.* 7 OCAHO 933 (1997)

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

*United States v. Fortune East Fashion, Inc.* 7 OCAHO 992 (1998)

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

*United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service* 7 OCAHO 945 (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)

*United States v. Monadnock Mountain Spring Water, Inc.* 10 OCAHO 1193 (2013)

*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)

*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)

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)

Should Deter Future Violations Without Being Unduly Punitive

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

*United States v. Mr. Mike's Pizza, Inc.* 10 OCAHO 1196 (2013)

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

Size of Business

*United States v. Alyn Industries, Inc. d/b/a Electronic Source Company* 10 OCAHO 1141 (2011)

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

*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. Fowler Equipment Company, Inc.* 10 OCAHO 1169 (2013)

*United States v. Ice Castles Daycare Too, Inc.* 10 OCAHO 1142 (2011)

*United States v. Ketchikan Drywall Services, Inc.* 10 OCAHO 1139 (2011)

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

*United States v. Modern Disposal Incorporated* 10 OCAHO 1175 (2013)

*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. Roberto C. Davila* 7 OCAHO 936 (1997)
*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. Snack Attack Deli, Inc.* 10 OCAHO 1137 (2010)
*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. Williams Produce, Inc.* 5 OCAHO 730 (1995)

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

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

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

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

Statute Does Not Prohibit Consideration of Unenumerated Factors

*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* 11 OCAHO 1218 (2014)
*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1223 (2014)

Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors

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

*United States v. Mott Thoroughbred Stables, Inc.* 11 OCAHO 1233 (2014)
*United States v. Romans Racing Stables, Inc.* 11 OCAHO 1230 (2014)
*United States v. Senox Corporation* 11 OCAHO 1219 (2014)
Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 (2015)
*United States v. Dr. Robert Schaus, D.D.S.* 11 OCAHO 1239 (2014)
*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)
*United States v. Kenneth McPeek Racing Stables, Inc.* 11 OCAHO 1249 (2015)
*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. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor

*Margarita Garcia Ocana v. El Dorado Stone, LLC* 11 OCAHO 1244 (2015)
*United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* 11 OCAHO 1218 (2014)
*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1223 (2014)
*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)
Statutory

*United States v. Red Lobster* 4 OCAHO 631 (1994)

*United States v. Robison Fruit Ranch, Inc.* 6 OCAHO 855 (1996)

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)

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (2015)

Summary Decision

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

*United States v. New China Buffet Restaurant* 10 OCAHO 1132 (2010)

Supported by Record

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

Temporal Gap Between Current and Previous Violations is Irrelevant to Fine Enhancement

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

There Is No Sole Permissible Method for Calculating Penalties

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

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

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)

Violations Evaluated on a Continuum Because Not All Violations are Equally Serious

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

*United States v. Golf International d/b/a Desert Canyon Golf* 11 OCAHO 1222 (2014)

Weight of Each Statutory Factor Depends on Facts of Each Case

*United States v. Golf International d/b/a Desert Canyon Golf* 11 OCAHO 1222 (2014)

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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

**CLASS ACTION**

Generally

*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)

*Martha Navarro Mata v. Bear Creek Production Company* 1 OCAHO 220 (1990)

*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 867 (1996)

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

*United States v. Zabala Vineyards* 6 OCAHO 830 (1995)

Notification

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

*Martha Navarro Mata v. Bear Creek Production Company* 1 OCAHO 220 (1990)

*United States v. Agripac, Inc.* 8 OCAHO 1012 (1998)

**COLLATERAL ESTOPPEL**

*Seidou Diarrassouba v. Medallion Financial Corporation* 9 OCAHO 1076 (2001)

Collateral Estoppel is Inapplicable to Issues Not Adjudicated on Merits

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)

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

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)

Effect of Prior Guilty Plea

*United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* 9 OCAHO 1092 (2003)

Generally

*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)

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

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

*United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* 9 OCAHO 1092 (2003)

**COMPLAINT**

Amended

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

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

*Hollingsworth v. Applied Research Associates* 7 OCAHO 942 (1997)

*United States v. Agripac, Inc.* 8 OCAHO 1028 (1999)

*United States v. Nicolas Tinoco-Medina* 5 OCAHO 806 (1995)

Deemed Filed on Date Actually Received by OCAHO

*Salim J. Hajiani v. Ali Properties, LLC, Airport Shell* 10 OCAHO 1188 (2013)

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)

Jurisdiction

*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)

*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)

Party/Parties

*Hernandez v. Farley Candy Company* 5 OCAHO 810 (1995)

*United States v. Auburn University* 4 OCAHO 646 (1994)

*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)

*United States v. Zabala Vineyards* 6 OCAHO 830 (1995)

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)

*United States v. Agripac, Inc.* 8 OCAHO 1028 (1999)

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

**CONSTITUTIONAL LAW**

Affirmative Defense(s)

*United States v. David Jenkins* 4 OCAHO 649 (1994)

Attorney Fees

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 600 (1994)

Attorney-Client Privilege

*Krzysztof Zarazinski v. Anglo Fabrics, Company* 4 OCAHO 643 (1994)

Civil Penalties

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

Discovery

*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 883 (1996)

Disparate Treatment

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

*Mr. Doron Tal v. M. L. Energia, Inc.* 4 OCAHO 705 (1994)

*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)

Double Jeopardy

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

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

Due Process

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

| | | | |
|---|---|---|---|
| *Irma Leticia Sosa v. United States Postal Service* | 1 OCAHO | 115 | (1989) |
| *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) |

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) |

Eleventh Amendment

| | | | |
|---|---|---|---|
| *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) |
| *Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection* | 7 OCAHO | 925 | (1997) |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 OCAHO | 869 | (1996) |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 OCAHO | 915 | (1997) |

Exclusionary Rule

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

Fifth Amendment

| | | | |
|---|---|---|---|
| *United States v. David Jenkins* | 4 OCAHO | 649 | (1994) |
| *United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* | 6 OCAHO | 897 | (1996) |
| *United States v. Pedro Dominguez* | 6 OCAHO | 910 | (1997) |
| *United States v. Roberto C. Davila* | 6 OCAHO | 903 | (1996) |
| Fourth Amendment | | | |
| *United States v. Israel Velasquez-Tabir* | 6 OCAHO | 872 | (1996) |
| *United States v. Israel Velasquez-Tabir* | 6 OCAHO | 909 | (1997) |
| *United States v. Julio Carpio-Lingan* | 6 OCAHO | 871 | (1996) |
| *United States v. Julio Carpio-Lingan* | 6 OCAHO | 909 | (1997) |
| Search and Seizure | | | |
| *United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.* | 6 OCAHO | 845 | (1996) |
| Generally | | | |
| *James D. Westendorf v. Brown & Root, Inc.* | 3 OCAHO | 477 | (1992) |
| *United States v. Alberto Noriega-Perez* | 6 OCAHO | 859 | (1996) |
| *United States v. Ana Maria Villegas-Valenzuela* | 5 OCAHO | 784 | (1995) |
| *United States v. Big Bear Market* | 1 OCAHO | 48 | (1989) |
| *United States v. Interdynamics, Inc.* | 3 OCAHO | 433 | (1992) |
| *United States v. Land Coast Insulation, Inc.* | 2 OCAHO | 379 | (1991) |
| *United States v. Law Offices of Manulkin, Glaser & Bennett* | 1 OCAHO | 100 | (1989) |
| *United States v. Mr. Z Enterprise* | 1 OCAHO | 288 | (1991) |
| *United States v. Multimatic Products, Inc.* | 1 OCAHO | 221 | (1990) |
| *United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners* | 3 OCAHO | 463 | (1992) |
| *United States v. Noel Plastering & Stucco, Inc.* | 2 OCAHO | 396 | (1991) |
| *United States v. Oscar Eduardo Villatoro-Guzman* | 3 OCAHO | 540 | (1993) |
| *United States v. Rudy Rodriguez d/b/a Rock Pest Control* | 1 OCAHO | 158 | (1990) |
| *United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash* | 1 OCAHO | 98 | (1989) |

*United States v. Southwest Marine Corporation, a California Corporation* 3 OCAHO 429 (1992)
*United States v. Spring & Soon Fashion, Inc.* 7 OCAHO 982 (1997)
*United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets* 3 OCAHO 399 (1992)
Jury Trial

*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)
*United States v. Land Coast Insulation, Inc.* 2 OCAHO 379 (1991)
Penalties

*United States v. Alberto Noriega-Perez* 6 OCAHO 859 (1996)
Privacy

*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 883 (1996)
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)
At Government Expense

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

Search and Seizure

*United States v. David Jenkins* 4 OCAHO 649 (1994)

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

*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)

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)

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (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. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

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

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

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)

**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 TO EMPLOY UNAUTHORIZED WORKERS**

Proper Notice of Fraudulent Document Use Creates Rebuttable Presumption of Unauthorized Status

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (2015)

**CONTINUING VIOLATION(S)**

Continued Employment of Known Unauthorized Individuals is a Continuing Violation

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)

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 (2014)

Generally

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

**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)
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

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

**DEFAULT**

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)

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)

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

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

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

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

Party That Fails to Timely Answer a Complaint is in Default

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

**DEFAULT JUDGMENT(S)**

Answer

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

*United States v. Abel Galvez-Malgarejo* 4 OCAHO 684 (1994)

*United States v. Ambrocio Morales-Guzman* 5 OCAHO 787 (1995)

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

*United States v. Chuy's Paint & Body Shop* 1 OCAHO 8 (1988)

*United States v. Columbia Sportswear Manufacturers, Inc.* 5 OCAHO 808 (1995)

*United States v. Continental Forestry Service* 6 OCAHO 836 (1996)

*United States v. Continental Sports Corporation* 4 OCAHO 640 (1994)

*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. U.S. Style, Inc.* 6 OCAHO 827 (1995)
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 Judgments Are Not Favored in this Forum

*United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC* 11 OCAHO 1265 (2015)
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)
Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment

*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)
*Jaime Banuelos v. Transportation Leasing Company* 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 | 454 | (1992) |
| *United States v. Anders Kampe d/b/a Kampe Motors, Ltd.* | 3 | OCAHO | 462 | (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) |
| *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 | 21 | (1988) |
| *United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited* | 1 | OCAHO | 23 | (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) |
| *United States v. Educational Employment Enterprise* | 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 | 473 | (1992) |
| *United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation* | 3 | OCAHO | 486 | (1993) |
| *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 | 163 | (1990) |
| *United States v. Robert Cleek d/b/a Robert Cleek Concrete Company* | 1 OCAHO | 201 | (1990) |
| *United States v. Rodeo Night Club* | 5 OCAHO | 812 | (1995) |
| *United States v. Shine Auto Service* | 1 OCAHO | 70 | (1989) |
| *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) |
| *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) |

Judgments By Default Are Generally Disfavored

| | | | |
|---|---|---|---|
| *United States v. Vilardo Vineyards* | 11 OCAHO | 1248 | (2015) |

Persons Protected

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

Pro Se

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

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)

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

Meritorious Defense(s)

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

Prejudice

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

Statute of Limitations

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

**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)

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) |
| *United States v. Alberta Sosa, Inc.* | 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) |
| *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. 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* | 4 | OCAHO | 649 | (1994) |
| *United States v. David Jenkins* | 5 | OCAHO | 743 | (1995) |
| *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) |
| *United States v. Felipe De Leon-Valenzuela* | 6 | OCAHO | 899 | (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 | 331 | (1991) |
| *United States v. Harris Ranch Beef Company* | 2 | OCAHO | 333 | (1991) |
| *United States v. Harris Ranch Beef Company* | 2 | OCAHO | 338 | (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 | 260 | (1990) |
| *United States v. James Q. Carlson d/b/a Jimmy On The Spot* | 1 | OCAHO | 298 | (1991) |
| *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) |
| *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) |
| *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. Noel Plastering & Stucco, Inc.* | 3 | OCAHO | 427 | (1992) |
| *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) |
| *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. Task Force Security, Inc. d/b/a Task Force Security and Investigations* | 3 OCAHO | 533 | (1993) |
| *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. 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. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets* | 3 OCAHO | 399 | (1992) |
| *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) |
| After-Acquired Information | | | |
| *Olatunji Moshood Fakunmoju v. Claims Administration Corporation* | 4 OCAHO | 624 | (1994) |
| Citizen v. Non-Citizen Only Where Equally Qualified | | | |
| *United States v. Mesa Airlines* | 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)

Collateral Estoppel

*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. Martin Palominos-Talavera* 6 OCAHO 896 (1996)

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

Contractor

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)

*United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service* 7 OCAHO 945 (1997)

*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)

Corporate Liability

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

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

Corporation(s)

*Programmer's Guild, Inc. v. Value Consulting, Inc.* 10 OCAHO 1135 (2010)
*United States v. Burns and Intra-Continental Enterprises* 5 OCAHO 759 (1995)
*United States v. Robert Marnul d/b/a Lamont Street Grill* 3 OCAHO 441 (1992)
*United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben* 1 OCAHO 138 (1990)
*United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.* 3 OCAHO 409 (1992)

Detrimental Reliance

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

Double Jeopardy

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

Due Process

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)
*United States v. Felipe De Leon-Valenzuela* 6 OCAHO 866 (1996)
*United States v. Martin Palominos-Talavera* 6 OCAHO 896 (1996)

Eighth Amendment

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

Eleventh Amendment

*Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* 4 OCAHO 689 (1994)
*Josh Kupferberg v. University of Oklahoma Health Sciences Center* 4 OCAHO 689 (1994)
*Massala Prince Reffell v. Prairie View A&M University* 9 OCAHO 1057 (2000)

*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)
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. Felipe De Leon-Valenzuela* 6 OCAHO 866 (1996)
*United States v. Felipe De Leon-Valenzuela* 6 OCAHO 899 (1996)
*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. 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)
Affirmative Misconduct

*United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner* 4 OCAHO 670 (1994)
*United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant* 1 OCAHO 130 (1989)
Generally
*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. Leo Yruegas d/b/a Chito's Mexican Restaurant* 1 OCAHO 45 (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. USA Café* 1 OCAHO 42 (1989)
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)
Fifth Amendment
*United States v. David Jenkins* 5 OCAHO 743 (1995)
*United States v. David Segura-Sataray* 4 OCAHO 708 (1991)
*United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* 6 OCAHO 897 (1996)
Generally
*United States v. Felipe De Leon-Valenzuela* 6 OCAHO 866 (1996)
Fourth Amendment

*United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.* 6 OCAHO 845 (1996)
*United States v. David Jenkins* 5 OCAHO 743 (1995)
*United States v. Israel Velasquez-Tabir* 6 OCAHO 872 (1996)
*United States v. Julio Carpio-Lingan* 6 OCAHO 871 (1996)

Generally

*Kasathsko v. Internal Revenue Service* 6 OCAHO 840 (1996)
*Rosa Isela Olivares Aguirre v. KDI American Products, Inc.* 6 OCAHO 882 (1996)
*Tyrone Robinson v. New York State Family Court* 5 OCAHO 814 (1995)
*United States v. 4431, Inc. t/a Candlelight Inn* 4 OCAHO 611 (1994)
*United States v. A & A Maintenance Enterprise, Inc.* 6 OCAHO 852 (1996)
*United States v. Ana Maria Villegas-Valenzuela* 5 OCAHO 784 (1995)
*United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant* 5 OCAHO 729 (1995)
*United States v. David Jenkins* 5 OCAHO 743 (1995)
*United States v. David Segura-Sataray* 4 OCAHO 703 (1994)
*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* 3 OCAHO 591 (1993)
*United States v. Exim, Inc. and Jaime Monardes, Individually* 4 OCAHO 604 (1994)
*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)

| | | | |
|---|---|---|---|
| *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) |

Good Faith Compliance

| | | | |
|---|---|---|---|
| *United States v. WSC Plumbing, Inc.* | 9 OCAHO | 1062 | (2000) |

Good Faith Defense

| | | | |
|---|---|---|---|
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 877 | (1996) |
| *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.* | 1 OCAHO | 226 | (1990) |
| *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. 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. El Centenario, Inc. d/b/a Las Margaritas III* | 1 | OCAHO | 246 | (1988) |
| *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. 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. 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. La Fiesta, Inc. d/b/a Las Margaritas* | 1 | OCAHO | 246 | (1988) |
| *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. 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* | 6 | OCAHO | 865 | (1996) |

*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. Multimatic Products, Inc.* 1 OCAHO 221 (1990)

*United States v. Noel Plastering & Stucco, Inc.* 2 OCAHO 396 (1991)

*United States v. Noel Plastering & Stucco, Inc.* 2 OCAHO 377 (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)

Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)

Inapplicable to Substantive Violations

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

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)
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. 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)
Knowledge

*United States v. American Terrazzo Corporation d/b/a John Delallo Foods* 6 OCAHO 828 (1995)
*United States v. American Terrazzo Corporation d/b/a John Delallo Foods* 6 OCAHO 877 (1996)
*United States v. Buckingham Limited Partnership d/b/a Mr. Wash* 1 OCAHO 151 (1990)
*United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* 5 OCAHO 794 (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. 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) |
| *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) |

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) |
| *Luigia Wiesner v. CIT Tours, Inc.* | 5 OCAHO | 773 | (1995) |
| *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) |
| Motion to Strike | | | | |
| *United States v. Desert Palace, Inc.* | 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) |
| Paperwork Requirement(s)/Violation(s) | | | | |
| *United States v. Corporate Loss Prevention Associates, Ltd.* | 6 | OCAHO | 908 | (1997) |
| *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) |
| Persons Protected | | | | |
| *United States v. Mar-Jac Poultry, Inc.* | 10 | OCAHO | 1148 | (2012) |

Res Judicata

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

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. Earl & Beverly McDougal d/b/a Grand Tradition* 4 OCAHO 687 (1994)
*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)

Settlement

*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) |
| Sovereign | | | |
| *Adnan Niaz Mir v. Federal Bureau of Prisons* | 3 OCAHO | 510 | (1993) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 2 OCAHO | 324 | (1991) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 2 OCAHO | 363 | (1991) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 3 OCAHO | 415 | (1991) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 3 OCAHO | 426 | (1992) |
| *Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* | 4 OCAHO | 689 | (1994) |
| *Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* | 4 OCAHO | 709 | (1994) |
| *Josh Kupferberg v. University of Oklahoma Health Sciences Center* | 4 OCAHO | 689 | (1994) |
| *Josh Kupferberg v. University of Oklahoma Health Sciences Center* | 4 OCAHO | 709 | (1994) |
| *Massala Prince Reffell v. Prairie View A&M University* | 9 OCAHO | 1057 | (2000) |
| *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) |
| *United States v. Auburn University* | 4 OCAHO | 688 | (1994) |
| *United States v. El Centenario, Inc. d/b/a Las Margaritas III* | 1 OCAHO | 246 | (1988) |
| *United States v. La Fiesta, Inc. d/b/a Las Margaritas* | 1 OCAHO | 246 | (1988) |
| *United States v. La Fiesta, Inc. d/b/a Las Margaritas* | 1 OCAHO | 24 | (1988) |
| Eleventh Amendment | | | |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 OCAHO | 869 | (1996) |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 OCAHO | 915 | (1997) |
| *United States v. New Mexico State Fair* | 6 OCAHO | 898 | (1996) |
| Generally | | | |
| *Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville* | 6 OCAHO | 881 | (1996) |
| *United States v. Zabala Vineyards* | 6 OCAHO | 844 | (1996) |

| | | | | |
|---|---|---|---|---|
| *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 | 260 | (1990) |
| *United States v. James Q. Carlson d/b/a Jimmy On The Spot* | 1 | OCAHO | 298 | (1991) |
| *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* | 6 | OCAHO | 865 | (1996) |
| *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. Northern Michigan Fruit Company* | 4 | OCAHO | 667 | (1994) |
| *United States v. PPJV, Inc. d/b/a Publishers Press* | 2 | OCAHO | 337 | (1991) |
| *United States v. PPJV, Inc. d/b/a Publishers Press* | 2 | OCAHO | 354 | (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 | 533 | (1993) |

*United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations* 3 OCAHO 563 (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)
Tortious Act

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)
Use Immunity

*United States v. Maria Elizondo Garza d/b/a Garza Farm Labor* 4 OCAHO 644 (1994)
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 106 (1989)
*United States v. Lasa Marketing Firms, a California Partnership* 1 OCAHO 141 (1990)
Waiver

*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**
Abuse of Process

*United States v. Zabala Vineyards* 6 OCAHO 844 (1996)
Alter

*United States v. Pedro Dominguez* 7 OCAHO 972 (1997)
Casual Domestic Employment

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

Counterfeit

*United States v. Pedro Dominguez* 7 OCAHO 972 (1997)

Direct Evidence

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

*Olisaemeka Eze v. West County Transportation Agency* 10 OCAHO 1140 (2011)

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

Employer(s)

*Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company* 4 OCAHO 675 (1994)

*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)

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)

Estoppel

*Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.* 5 OCAHO 746 (1995)

Falsely Made

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

*United States v. Pedro Dominguez* 7 OCAHO 972 (1997)

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)

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)

Malicious Prosecution

*United States v. Zabala Vineyards* 6 OCAHO 844 (1996)

Proceeding

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

Res Judicata

*Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.* 5 OCAHO 746 (1995)

Use

*United States v. Pedro Dominguez* 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) |

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) |

Generally

| | | | |
|---|---|---|---|
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1084 | (2002) |
| *United States v. Armando Alvarez-Suarez* | 4 OCAHO | 651 | (1994) |
| *United States v. Armando Alvarez-Suarez* | 4 OCAHO | 699 | (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 | 895 | (1996) |
| *United States v. Roberto C. Davila* | 6 OCAHO | 902 | (1996) |

Interrogatories

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

Limitation(s)

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

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)

**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 798 (1995)

*United States v. Alberto Noriega-Perez* 5 OCAHO 811 (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 305 (1991)

*United States v. Charo's Corporation d/b/a Charo's Restaurant* 2 OCAHO 369 (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)
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)
Attorney-Client Privilege

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1084 (2002)
*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)
*United States v. R & C Tours (Guam), Inc.* 2 OCAHO 393 (1989)
Broad Scope of Permissible Discovery for Allegations of Pattern or Practice

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

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)
*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)
Caution Required in Imposing Discovery Burden On Non-Party

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

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)

Definition

*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)

Compel

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)

*Olatunji Moshood Fakunmoju v. Claims Administration Corporation* 4 OCAHO 613 (1994)

*United States v. Allen Holdings, Inc.* 9 OCAHO 1059 (2000)

*United States v. Marvlee, Inc.* 5 OCAHO 728 (1995)

*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 700 (1994)

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

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1082 (2002)

*United States v. Townsend Culinary, Inc.* 7 OCAHO 996 (1998)

Deposing Opposing Counsel

*United States v. Mar-Jac Poultry, Inc.* 10 OCAHO 1157 (2012)

Depositions

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

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

*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 895 (1996)
*United States v. Roberto C. Davila* 6 OCAHO 903 (1996)
*United States v. Roberto C. Davila* 6 OCAHO 902 (1996)
Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged

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

*Iron Workers Local 455 v. Lake Construction & Development Corporation* 7 OCAHO 964 (1997)
*United States v. ABC Roofing & Waterproofing, Inc.* 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. 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)
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)

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)

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

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

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

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

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

*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 460 (1992)

*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 487 (1993)

*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 568 (1993)

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

| | | | | |
|---|---|---|---|---|
| *In re Investigation of ABM Industries, Subpoena* | 5 | OCAHO | 763 | (1995) |
| *In re Investigation of Valley Crest Tree Company, Subpoena* | 3 | OCAHO | 579 | (1993) |
| *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 | 450 | (1992) |
| *Joan A. Lardy v. United Airlines, Inc.* | 3 | OCAHO | 493 | (1993) |
| *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) |
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 | OCAHO | 358 | (1991) |
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 | OCAHO | 381 | (1991) |
| *United States v. Alberta Sosa, Inc.* | 5 | OCAHO | 731 | (1995) |
| *United States v. Alberto Noriega-Perez* | 5 | OCAHO | 811 | (1995) |
| *United States v. All World Imports, Inc. d/b/a Andre Pierre Imports* | 2 | OCAHO | 344 | (1991) |
| *United States v. Ana Maria Villegas-Valenzuela* | 5 | OCAHO | 784 | (1995) |
| *United States v. Armando Alvarez-Suarez* | 4 | OCAHO | 651 | (1994) |
| *United States v. Armstrong Painting and Waterproofing and Modesto Sevilla* | 1 | OCAHO | 231 | (1991) |
| *United States v. Business Teleconsultants, Ltd.* | 3 | OCAHO | 536 | (1993) |
| *United States v. Charo's Corporation d/b/a Charo's Restaurant* | 2 | OCAHO | 305 | (1991) |
| *United States v. Cleopatra International Jewelry, Inc.* | 1 | OCAHO | 186 | (1990) |
| *United States v. Creation & Innovation* | 3 | OCAHO | 491 | (1993) |

| | | | | |
|---|---|---|---|---|
| *United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm* | 1 | OCAHO | 213 | (1990) |
| *United States v. David Day d/b/a David Day Masonry* | 3 | OCAHO | 514 | (1993) |
| *United States v. Diamond Construction, Inc.* | 3 | OCAHO | 451 | (1992) |
| *United States v. Esther Flores-Martinez* | 5 | OCAHO | 733 | (1995) |
| *United States v. Feliciano Aguas-Avalos* | 4 | OCAHO | 642 | (1994) |
| *United States v. Guardsmark* | 4 | OCAHO | 614 | (1994) |
| *United States v. Harris Ranch Beef Company* | 1 | OCAHO | 277 | (1990) |
| *United States v. Harris Ranch Beef Company* | 2 | OCAHO | 302 | (1991) |
| *United States v. Honeybake Farms, Inc.* | 2 | OCAHO | 311 | (1991) |
| *United States v. Ideal Tortilla Factory, Inc.* | 2 | OCAHO | 366 | (1991) |
| *United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors* | 1 | OCAHO | 119 | (1989) |
| *United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor* | 2 | OCAHO | 394 | (1990) |
| *United States v. Kangaroo Express of Pueblo* | 3 | OCAHO | 581 | (1993) |
| *United States v. Law Offices of Manulkin, Glaser & Bennett* | 1 | OCAHO | 100 | (1989) |
| *United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm* | 1 | OCAHO | 96 | (1989) |
| *United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company* | 1 | OCAHO | 142 | (1990) |
| *United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant* | 3 | OCAHO | 544 | (1993) |
| *United States v. Manca Imports, Inc.* | 1 | OCAHO | 268 | (1990) |
| *United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* | 6 | OCAHO | 865 | (1996) |
| *United States v. Marvlee, Inc.* | 5 | OCAHO | 728 | (1995) |
| *United States v. McDonnell Douglas Corporation* | 2 | OCAHO | 351 | (1991) |
| *United States v. McDonnell Douglas Corporation* | 2 | OCAHO | 380 | (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) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 | OCAHO | 318 | (1991) |

| | | | | |
|---|---|---|---|---|
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 | OCAHO | 328 | (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) |

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) |

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)
Interrogatories

*Iron Workers Local 455 v. Lake Construction & Development Corporation* 6 OCAHO 911 (1997)
*Iron Workers Local 455 v. Lake Construction & Development Corporation* 7 OCAHO 964 (1997)
*Jorge Pugliese v. Auto-Grafica Corporation* 5 OCAHO 820 (1995)
*Mr. Doron Tal v. M. L. Energia, Inc.* 4 OCAHO 639 (1994)
*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)
Misrepresentations

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1104 (2004)
Monetary Sanction Not Permitted for Failure to Comply With Discovery Order

*Victor B. Palma v. Alufase USA, LLC* 10 OCAHO 1213 (2014)
Motion to Compel

*United States v. Mar-Jac Poultry, Inc.* 10 OCAHO 1157 (2012)
Motion to Compel Discovery

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1082 (2002)

Good Faith Conferment Requirement

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1078 (2002)

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

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

Motion to Compel Must Include Certification of Good Faith Resolution Efforts

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

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)

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 Rules Do Not Impose Numerical Limits on Number of Interrogatories

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

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

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

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

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

Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified

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

Privacy

| | | | | |
|---|---|---|---|---|
| *Dinko Sefic v. Marconi Wireless* | 9 | OCAHO | 1125 | (2007) |
| *Terrence McCaffrey v. LSI Logic Corporation* | 6 | OCAHO | 883 | (1996) |
| Privilege Claim | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1084 | (2002) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1087 | (2002) |
| *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. Robison Fruit Ranch, Inc.* | 4 | OCAHO | 700 | (1994) |
| *United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash* | 7 | OCAHO | 989 | (1998) |
| Attorney Work Product | | | | |
| *In re Investigation of Wal-Mart Distribution Center, Subpoena* | 5 | OCAHO | 788 | (1995) |
| *James D. Westendorf v. Brown & Root, Inc.* | 3 | OCAHO | 405 | (1992) |
| *United States v. Northwest Airlines, Inc.* | 3 | OCAHO | 452 | (1992) |
| 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. Select Temporaries, Inc. d/b/a Select Personnel Services* | 9 | OCAHO | 1082 | (2002) |
| *United States v. Zabala Vineyards* | 5 | OCAHO | 734 | (1995) |
| Protective Order(s) | | | | |
| *United States v. Mar-Jac Poultry, Inc.* | 10 | OCAHO | 1157 | (2012) |
| *United States v. Naim Ojeil & Samoeil Ishk* | 7 | OCAHO | 976 | (1997) |
| Depositions | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1084 | (2002) |
| Generally | | | | |

*Leonid Naginsky v. Department of Defense* 5 OCAHO 813 (1995)
*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 883 (1996)
Relevance

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)
*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)
Employment Statistics
*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1082 (2002)
General Pattern of Discrimination
*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1082 (2002)
Post Complaint Discovery
*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1082 (2002)
Relevance Broadly Construed

*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

*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

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

*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)
*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)
Sanctions for Failure to Timely Produce Documents

*John A. Breda v. Kindred Braintree Hospital, LLC* 10 OCAHO 1202 (2013)
Scope

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)
*Olatunji Moshood Fakunmoju v. Claims Administration Corporation* 4 OCAHO 613 (1994)
Scope Commonly Extended to Reasonable Number of Years Before and After Alleged Discriminatory Action

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)
Scope Generally Extends to Any Relevant Information That is Not Privileged

*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
Sanction(s)
*Jose Proto Alcaraz v. General Motors Corporation* 7 OCAHO 962 (1997)
Specific/Detailed Summary Not Required for Document Identification

*United States v. Durable, Inc.* 11 OCAHO 1221 (2014)
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 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)
*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 5 OCAHO 748 (1995)
Summary Decision
*United States v. The Beverly Center* 5 OCAHO 762 (1995)
Temporal Scope May Be Limited Where Requests Are Overly Broad and Unduly Burdensome
*United States v. Durable, Inc.* 11 OCAHO 1221 (2014)
Timeliness
*United States v. Alberta Sosa, Inc.* 5 OCAHO 731 (1995)
*United States v. Four Star Knitting, Inc.* 5 OCAHO 815 (1995)
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)
**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)
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) |

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) |
| *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) |
| *Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.* | 3 | OCAHO | 526 | (1993) |
| *Boris Gerardo Salazar-Castro v. Cincinnati Public Schools* | 3 | OCAHO | 406 | (1992) |
| *Carlos Aciar v. Rosen's Delicatessen* | 9 | OCAHO | 1086 | (2002) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 535 | (1993) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 547 | (1993) |
| *Cecilia Araceli Basua v. Walmart #1554* | 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) |
| *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) |
| *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 | 528 | (1993) |
| *Esther Din Brooks v. KNK Textile* | 3 | OCAHO | 545 | (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 | 484 | (1993) |
| *Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* | 3 | OCAHO | 539 | (1993) |
| *Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* | 3 | OCAHO | 590 | (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) |
| *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) |
| *Jaycee George v. Bridgeport Jai-Alai, Inc.* | 3 | OCAHO | 537 | (1993) |
| *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* | 3 | OCAHO | 470 | (1992) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 4 | OCAHO | 626 | (1994) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 4 | OCAHO | 638 | (1994) |
| *Lee v. AT&T* | 7 | OCAHO | 924 | (1997) |
| *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) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 | OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 | OCAHO | 532 | (1993) |
| *Programmer's Guild, Inc. v. Value Consulting, Inc.* | 10 | OCAHO | 1135 | (2010) |
| *Richard F. Lareau v. US Airways, Inc.* | 7 | OCAHO | 932 | (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) |
| *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* | 3 | OCAHO | 564 | (1993) |
| *United States v. Auburn University* | 4 | OCAHO | 617 | (1994) |
| *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) |
| *United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms* | 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. Swift & Co.* | 9 OCAHO | 1068 | (2001) |
| *United States v. Weld County School District* | 2 OCAHO | 326 | (1991) |
| *Yves Nguyen v. ADT Engineering, Inc.* | 3 OCAHO | 489 | (1993) |
| Disparate Treatment | | | |
| *Daniel Joseph Bendig v. Conoco, Inc.* | 9 OCAHO | 1077 | (2001) |
| *Jarvis v. AK Steel* | 7 OCAHO | 930 | (1997) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1093 | (2003) |
| *Robert S. Mathews v. Goodyear Tire & Rubber Company* | 7 OCAHO | 929 | (1997) |
| Reduction in Force | | | |
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 OCAHO | 1110 | (2004) |
| Complainant in Section 1324b Case Must Show That Discrimination Was Intentional | | | |
| *Victor Guerrero v. California Department of Corrections and Rehabilitation* | 11 OCAHO | 1264 | (2015) |
| Complainant Must Raise Genuine Issue as to Whether Proffered Reasons for Termination Were Pretext | | | |
| *Norberto Sagal Torres v. Pacific Continental Textiles, Inc.* | 10 OCAHO | 1203 | (2013) |
| Constructive Discharge | | | |
| *Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company* | 4 OCAHO | 675 | (1994) |
| 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) |

Discrimination Can Occur At Any Point In The Hiring Process

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

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)

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 Medical Center* 10 OCAHO 1124 (2008)

*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* | 3 | OCAHO | 470 | (1992) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 4 | OCAHO | 638 | (1994) |
| *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) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 | OCAHO | 25 | (1988) |
| *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 | 106 | (1989) |
| *United States v. Lasa Marketing Firms, a California Partnership* | 1 | OCAHO | 141 | (1990) |
| *United States v. Marcel Watch Corporation* | 1 | OCAHO | 143 | (1990) |
| *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) |

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) |
| *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 | 1075 | (2001) |
| *Gloria Ondina-Mendez v. Sugar Creek Packing Company* | 9 | OCAHO | 1085 | (2002) |
| *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) |
| *Maria Fuentes v. Grace Culinary Systems* | 6 | OCAHO | 873 | (1996) |
| *Michael K. Lee v. Airtouch Communications* | 6 | OCAHO | 888 | (1996) |
| *Michael K. Lee v. Airtouch Communications* | 6 | OCAHO | 901 | (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) |
| *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. 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 | 861 | (1996) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 | OCAHO | 879 | (1996) |
| *United States v. Robison Fruit Ranch, Inc.* | 4 | OCAHO | 594 | (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) |
| *United States v. Zabala Vineyards* | 6 | OCAHO | 830 | (1995) |

*Werline v. Public Service Electric & Gas Company* 7 OCAHO 935 (1997)

Documents

Form I-9

*Daniel DeNardo v. WH Smith USA Travel* 9 OCAHO 1080 (2002)

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 460 (1992)

*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 568 (1993)

*Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle* 3 OCAHO 550 (1993)

*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)

| | | | | |
|---|---|---|---|---|
| *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) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 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) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 | OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 | OCAHO | 532 | (1993) |
| *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 | 106 | (1989) |
| *United States v. Lasa Marketing Firms, a California Partnership* | 1 | OCAHO | 141 | (1990) |
| *United States v. Marcel Watch Corporation* | 1 | OCAHO | 143 | (1990) |
| *United States v. Mesa Airlines* | 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)

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)

Evidence of Pretext Must Be Specific and Substantial

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

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)

Form I-9

*Daniel DeNardo v. WH Smith USA Travel* 9 OCAHO 1080 (2002)

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 539 (1993)

*Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* 3 OCAHO 590 (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)

*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)
*Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* 4 OCAHO 709 (1994)
*Josh Kupferberg v. University of Oklahoma Health Sciences Center* 4 OCAHO 709 (1994)
*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)
*Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* 3 OCAHO 532 (1993)
*Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* 3 OCAHO 532 (1993)
*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)
*Yadira Azucena Ocampo Soto v. Top Industrial, Inc.* 7 OCAHO 999 (1998)

Individual Alleging Discrimination Has Initial Burden of Establishing Prima Facie Case

*Victor Guerrero v. California Department of Corrections and Rehabilitation* 11 OCAHO 1264 (2015)

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

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

*Nicasio Angulo v. Securitas Security Services USA, Inc.* 11 OCAHO 1259 (2015)

*Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.* 11 OCAHO 1260 (2015)

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

*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)

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 106 (1989)

*United States v. Lasa Marketing Firms, a California Partnership* 1 OCAHO 141 (1990)

*United States v. Marcel Watch Corporation* 1 OCAHO 143 (1990)

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

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

Jurisdiction

*Adolfo Cruz Deguzman v. First America Bank Corporation* 3 OCAHO 585 (1993)

*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)

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

| | | | | |
|---|---|---|---|---|
| *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) |
| *Sellaro v. Elektra Records* | 3 | OCAHO | 495 | (1993) |
| *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) |

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 Medical Center* | 10 | OCAHO | 1124 | (2008) |
| *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) |
| *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) |
| 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 | | | | |
| *Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.* | 7 | OCAHO | 943 | (1997) |
| *Howard Eugene McNier v. San Francisco State University College of Business* | 7 | OCAHO | 947 | (1997) |
| *In re Investigation of University of South Florida, Subpoena* | 8 | OCAHO | 1056 | (2000) |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 | OCAHO | 892 | (1996) |
| *Richard F. Lareau v. US Airways, Inc.* | 7 | OCAHO | 932 | (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. San Diego Semiconductors, Inc.* | 2 | OCAHO | 314 | (1991) |
| Generally | | | | |
| *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) |
| *Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.* | 3 | OCAHO | 526 | (1993) |
| *Carlos Aciar v. Rosen's Delicatessen* | 9 | OCAHO | 1086 | (2002) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 535 | (1993) |
| *Crecencio Cabrera Mendez v. Jim Daniels* | 2 | OCAHO | 374 | (1991) |
| *Crecencio Cabrera Mendez v. Jim Daniels* | 2 | OCAHO | 392 | (1991) |
| *Ghaffar Sepahpour v. Unisys, Inc.* | 3 | OCAHO | 500 | (1993) |
| *Gloria Ondina-Mendez v. Sugar Creek Packing Company* | 9 | OCAHO | 1085 | (2002) |

| | | | |
|---|---|---|---|
| *Jack Huang v. Queens Motel* | 2 OCAHO | 364 | (1991) |
| *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) |
| *Maria Gordillo v. Illinois Department of Employment Security* | 3 OCAHO | 542 | (1993) |
| *Michael K. Lee v. Airtouch Communications* | 6 OCAHO | 901 | (1996) |
| *Moises Reyes v. Pilgrim Psychiatric Center* | 3 OCAHO | 529 | (1993) |
| *Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati* | 1 OCAHO | 128 | (1990) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 OCAHO | 532 | (1993) |
| *United States v. Guardsmark* | 3 OCAHO | 572 | (1993) |
| *United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation* | 3 OCAHO | 413 | (1992) |
| Jurisdiction | | | |
| *Benjamin A. K. Yohan v. Central State Hospital* | 4 OCAHO | 593 | (1994) |
| *Carlos Aciar v. Rosen's Delicatessen* | 9 OCAHO | 1086 | (2002) |
| *Christopher Winkler v. Timlin Corporation* | 6 OCAHO | 912 | (1997) |
| *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. State of Hawaii, Department of Education* | 6 OCAHO | 922 | (1997) |
| *Gloria Ondina-Mendez v. Sugar Creek Packing Company* | 9 OCAHO | 1085 | (2002) |
| *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) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 838 | (1996) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 OCAHO | 907 | (1997) |
| *United States v. Shirley Fuimoto, Hawaii Government Employees Association* | 7 OCAHO | 937 | (1997) |
| 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)

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 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

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

Pattern or Practice

*Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center* 8 OCAHO 1050 (2000)

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

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)

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

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

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 601 (1994)

*United States v. Volvo Trucks North America, Inc.* 7 OCAHO 994 (1998)

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

*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) |

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) |
| *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) |

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

| | | | | |
|---|---|---|---|---|
| *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) |
| *Drahomira Adame v. Dunkin Donuts* | 4 | OCAHO | 691 | (1994) |
| *Drahomira Adame v. Dunkin Donuts* | 5 | OCAHO | 722 | (1995) |
| *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 | 1127 | (2007) |
| *Gurpreet Sodhi v. Maricopa Medical Center* | 10 | OCAHO | 1124 | (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) |
| *In re Investigation of University of South Florida, Subpoena* | 8 | OCAHO | 1056 | (2000) |
| *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 | 626 | (1994) |
| *Krzysztof Zarazinski v. Anglo Fabrics, Company* | 4 | OCAHO | 638 | (1994) |
| *Lonnie W. Hogenmiller v. Lincare, Inc.* | 7 | OCAHO | 953 | (1997) |
| *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) |
| *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) |

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

| | | | | |
|---|---|---|---|---|
| *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) |

Similarly Situated Comparators

| | | | | |
|---|---|---|---|---|
| *Jose Pablo Martinez v. Superior Linen* | 10 | OCAHO | 1180 | (2013) |
| *Norberto Sagal Torres v. Pacific Continental Textiles, Inc.* | 10 | OCAHO | 1203 | (2013) |
| Subject Matter Jurisdiction | | | | |
| *Hutchinson v. End Stage Renal Disease Network of Florida, Inc.* | 7 | OCAHO | 939 | (1997) |
| *Lonnie W. Hogenmiller v. Lincare, Inc.* | 7 | OCAHO | 953 | (1997) |
| *Lydia Annella Anderson v. Newark Public Schools* | 8 | OCAHO | 1024 | (1999) |
| *Richard F. Lareau v. US Airways, Inc.* | 7 | OCAHO | 932 | (1997) |
| 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) |
| *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) |

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

*Victor Guerrero v. California Department of Corrections and Rehabilitation* 11 OCAHO 1264 (2015)

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)

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

*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)

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

*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)

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)

Who Qualifies as a Protected Individual for Citizenship Status Discrimination

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

*Norberto Sagal Torres v. Pacific Continental Textiles, Inc.* 10 OCAHO 1203 (2013)

*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)

**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) |
| *Tito Ponce Chavez v. National By-Products* | 4 | OCAHO | 620 | (1994) |
| *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. Mitchell Greif, President, Coast Poly, LLC* | 10 | OCAHO | 1177 | (2013) |
| *United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC* | 11 | OCAHO | 1265 | (2015) |
| *Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al* | 8 | OCAHO | 1054 | (2000) |
| *Zoila Palma v. Farley Foods* | 5 | OCAHO | 757 | (1995) |

Acting Lawfully Under a Regulation

| | | | | |
|---|---|---|---|---|
| *Tanya Louise Seaver v. BAE Systems* | 9 | OCAHO | 1111 | (2004) |

After-Acquired Information

| | | | | |
|---|---|---|---|---|
| *Olatunji Moshood Fakunmoju v. Claims Administration Corporation* | 4 | OCAHO | 624 | (1994) |

Citizenship Status Discrimination

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

Collateral Estoppel

*Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.* 5 OCAHO 746 (1995)

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)

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)

| | | | | |
|---|---|---|---|---|
| *Amadeo Gonzalez v. Phoenix Motor Company* | 3 | OCAHO | 410 | (1992) |
| *Aurelia Forden v. Dr. Lothar Griessbach* | 5 | OCAHO | 735 | (1995) |
| *Brenda Bent v. Brotman Medical Center Pulse Health Services* | 5 | OCAHO | 764 | (1995) |
| *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) |
| *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 | 461 | (1992) |

*Sellaro v. Elektra Records* 3 OCAHO 495 (1993)
*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)
*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)
*Werline v. Public Service Electric & Gas Company* 7 OCAHO 935 (1997)

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

*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)

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 535 (1993)
*Cecilia Araceli Basua v. Walmart #1554* 3 OCAHO 547 (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* | 1 | OCAHO | 272 | (1990) |
| *Errol Williams v. Lucas & Associates* | 2 | OCAHO | 357 | (1991) |
| *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 | 214 | (1990) |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 | OCAHO | 227 | (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) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 | OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 | OCAHO | 532 | (1993) |
| *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) |
| *United States v. McDonnell Douglas Corporation* | 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) |

Joint Motion

| | | | |
|---|---|---|---|
| *LeEdwards v. Kumagai International USA Corporation* | 4 OCAHO | 609 | (1994) |

Jurisdiction

| | | | |
|---|---|---|---|
| *Alexander T. Mikhailine v. WebSci Technologies, Inc.* | 8 OCAHO | 1033 | (1999) |
| *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)
*Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.* 6 OCAHO 850 (1996)
National Origin Discrimination

*Kevin Raffay v. Western Digital* 10 OCAHO 1159 (2012)
National Origin Jurisdiction

*Alexander T. Mikhailine v. WebSci Technologies, Inc.* 8 OCAHO 1033 (1999)
*Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership* 11 OCAHO 1254 (2015)
*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)
*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)
*Martin A. Holguin v. Dona Ana Fashions* 3 OCAHO 582 (1993)
*Michael K. Wockenfuss v. Bureau of Prisons* 5 OCAHO 767 (1995)
*Sara Caspi v. William J. Hoffman and Trigild Corporation* 6 OCAHO 907 (1997)
*United States v. Shirley Fuimoto, Hawaii Government Employees Association* 7 OCAHO 937 (1997)
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)
Respondent

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 600 (1994)
Service

| | | | | |
|---|---|---|---|---|
| *United States v. Mayfly Fashion, Inc.* | 6 | OCAHO | 894 | (1996) |

Settlement

| | | | | |
|---|---|---|---|---|
| *Azia Aityahia v. Sabena Airline Training Center, Inc.* | 9 | OCAHO | 1122 | (2006) |
| *LeEdwards v. Kumagai International USA Corporation* | 4 | OCAHO | 609 | (1994) |
| *United States v. California Mantel, Inc.* | 10 | OCAHO | 1168 | (2013) |
| *United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes* | 6 | OCAHO | 921 | (1997) |
| *United States v. IBP, Inc.* | 5 | OCAHO | 766 | (1995) |
| *United States v. Torres Mexican Food, Inc.* | 4 | OCAHO | 596 | (1994) |
| *United States v. Turner's Japanese Auto Repair* | 8 | OCAHO | 1009 | (1998) |

Subject Matter Jurisdiction

| | | | | |
|---|---|---|---|---|
| *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) |
| *Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.* | 7 | OCAHO | 943 | (1997) |
| *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) |
| *Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.* | 6 | OCAHO | 923 | (1997) |
| *Kosatschkow v. Allen-Stevens Corporation* | 7 | OCAHO | 938 | (1997) |
| *Lonnie W. Hogenmiller v. Lincare, Inc.* | 7 | OCAHO | 953 | (1997) |
| *Massala Prince Reffell v. Prairie View A&M University* | 9 | OCAHO | 1057 | (2000) |
| *Ronald C. Wilson v. Harrisburg School District* | 6 | OCAHO | 919 | (1997) |
| *United States v. American Airlines* | 8 | OCAHO | 1044 | (2000) |

| | | | | |
|---|---|---|---|---|
| *Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al* | 8 | OCAHO | 1054 | (2000) |
| *Werline v. Public Service Electric & Gas Company* | 7 | OCAHO | 935 | (1997) |
| Summary Decision | | | | |
| *Benjamin Barone v. Superior Washer and Gasket Corp.* | 10 | OCAHO | 1176 | (2013) |
| *Chao v. McDonnell Douglas Corporation* | 6 | OCAHO | 824 | (1995) |
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 | OCAHO | 1110 | (2004) |
| *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) |
| *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) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 | OCAHO | 861 | (1996) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 | OCAHO | 879 | (1996) |
| Treated as Motion for Summary Decision | | | | |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 | OCAHO | 892 | (1996) |
| 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) |

*United States v. Performance Printing Corporation* 5 OCAHO 779 (1995)

Treated as Motion for Summary Decision Where Evidence Outside Pleadings is Considered

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)

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)

*Yadira Azucena Ocampo Soto v. Top Industrial, Inc.* 7 OCAHO 999 (1998)

With Prejudice

*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)

*Tulin E. Mangir v. TRW, Inc.* 4 OCAHO 672 (1994)

*United States v. Auburn University* 4 OCAHO 658 (1994)

*United States v. Redi-Cut Foods, Inc.* 4 OCAHO 659 (1994)

Without Prejudice

| | | | |
|---|---|---|---|
| *Abdul Hamid Kadir v. Regal Dental Ceramics* | 4 OCAHO | 598 | (1994) |
| *LeEdwards v. Kumagai International USA Corporation* | 4 OCAHO | 609 | (1994) |
| *Tulin E. Mangir v. TRW, Inc.* | 4 OCAHO | 672 | (1994) |
| **DOCUMENT ABUSE** | | | |
| 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 | | | |
| *Elodia Guzman v. Yakima Fruit & Cold Storage* | 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) |
| Citizenship Status Discrimination | | | |
| *Celia Simon v. Ingram Micro, Inc.* | 9 OCAHO | 1088 | (2003) |
| *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) |
| 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) |

*United States v. Swift & Co.* 9 OCAHO 1068 (2001)

*Werline v. Public Service Electric & Gas Company* 7 OCAHO 935 (1997)

Documents

*United States v. IBP, Inc.* 8 OCAHO 1021 (1999)

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)

Genuineness of Appearance

*United States v. Acosta, Inc. d/b/a McDonald's* 7 OCAHO 961 (1997)

*United States v. IBP, Inc.* 7 OCAHO 900 (1997)

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

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

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)

*Olisaemeka Eze v. West County Transportation Agency* 10 OCAHO 1140 (2011)

| | | | | |
|---|---|---|---|---|
| *Rael A. Odongo 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) |
| *United States v. Swift & Co.* | 9 | OCAHO | 1068 | (2001) |

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. Diversified Technology and Services of Virginia, Inc.* | 9 | OCAHO | 1095 | (2003) |
| *United States v. Guardsmark* | 3 | OCAHO | 572 | (1993) |
| *United States v. IBP, Inc.* | 7 | OCAHO | 900 | (1997) |
| *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. Swift & Co.* | 9 | OCAHO | 1068 | (2001) |
| *United States v. Zabala Vineyards* | 6 | OCAHO | 830 | (1995) |

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)

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)

*United States v. Hyatt Regency Lake Tahoe* 6 OCAHO 879 (1996)

*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 594 (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* 4 OCAHO 636 (1994)

National Origin

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

Persons Protected

*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* 4 OCAHO 601 (1994)

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

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

Prima Facie Case

| | | | | |
|---|---|---|---|---|
| *Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership* | 11 | OCAHO | 1254 | (2015) |
| *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) |
| *Jarvis v. AK Steel* | 7 | OCAHO | 930 | (1997) |
| *Travis John Guth v. Kaiser Permanente Hawaii* | 10 | OCAHO | 1190 | (2013) |

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) |
| *Michael K. Lee v. Airtouch Communications* | 6 | OCAHO | 901 | (1996) |
| *Ronald C. Wilson v. Harrisburg School District* | 6 | OCAHO | 919 | (1997) |

**DOCUMENT FRAUD**

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)
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)
*United States v. Mourad Abu Remileh* 5 OCAHO 724 (1995)
*United States v. Simon Osagie Iyawe* 5 OCAHO 744 (1995)
Generally
*United States v. Armando Alvarez-Suarez* 6 OCAHO 862 (1996)
*United States v. Budiman Napitupulu* 7 OCAHO 96 (1997)
*United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasqez* 5 OCAHO 732 (1995)
*United States v. Kaday Musu Thoronka* 5 OCAHO 725 (1995)
*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* 7 OCAHO 972 (1997)
*United States v. Pedro Dominguez* 8 OCAHO 1000 (1998)
*United States v. Renato Parondo Jaque* 6 OCAHO 823 (1995)
*United States v. Roberto C. Davila* 7 OCAHO 936 (1997)
Knowledge

| | | | |
|---|---|---|---|
| *United States v. Budiman Napitupulu* | 7 OCAHO | 96 | (1997) |
| *United States v. Felipe De Leon-Valenzuela* | 8 OCAHO | 1004 | (1998) |
| *United States v. Maria Sourovova* | 7 OCAHO | 987 | (1998) |
| Summary Decision | | | |
| Knowledge | | | |
| *United States v. Felipe De Leon-Valenzuela* | 7 OCAHO | 993 | (1998) |
| **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) |
| 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) |
| *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) |
| *United States v. Gloria Fashions, Inc.* | 6 OCAHO | 839 | (1996) |
| *United States v. Renato Parondo Jaque* | 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) |
| Privilege Claim | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1087 | (2002) |
| *United States v. Ramada Inn Old Town* | 1 OCAHO | 103 | (1989) |
| *United States v. Ramada Inn Old Town* | 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)

Generally

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

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

Penalties

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

**DUTY**

Employee

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

Employer(s)

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

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

*United States v. Karnival Fashion, Inc.* 5 OCAHO 769 (1995)

Form I-9

*United States v. Burns and Intra-Continental Enterprises* 5 OCAHO 768 (1995)

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

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

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

*United States v. R&M Fashion, Inc.* 6 OCAHO 826 (1995)

Employers Do Not Have to Complete I-9s for Employees Hired Prior to the Effective Date of IRCA

*United States v. Crescent City Meat Company, Inc.* 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)

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**

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

*United States v. Golf International d/b/a Desert Canyon Golf* 10 OCAHO 1214 (2014)
*United States v. Golf International d/b/a Desert Canyon Golf* 11 OCAHO 1222 (2014)
*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)
*United States v. Speedy Gonzalez Construction, Inc.* 11 OCAHO 1228 (2014)

**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. 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)

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

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

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

*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)
*United States v. Anodizing Industries, Inc.* 10 OCAHO 1184 (2013)
*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)
*United States v. The Red Coach Restaurant, Inc.* 10 OCAHO 1195 (2013)
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)
Individual Not an Employee Where There Is a Showing of Ownership and Control Over the Enterprise

*United States v. Speedy Gonzalez Construction, Inc.* 11 OCAHO 1228 (2014)
Loss of Grandfathered Status

*United States v. Anodizing Industries, Inc.* 10 OCAHO 1184 (2013)
Mere Name on List or I-9 Without Proof of Remuneration Insufficient to Prove Employment

*United States v. Dr. Robert Schaus, D.D.S.* 11 OCAHO 1239 (2014)
*United States v. Leed Construction, Megan Burkholder* 11 OCAHO 1237 (2014)
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)

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)

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) |
| *United States v. Southwest Marine Corporation, a California Corporation* | 2 OCAHO | 400 | (1989) |
| *United States v. Southwest Marine Corporation, a California Corporation* | 3 OCAHO | 429 | (1992) |
| *United States v. Weld County School District* | 2 OCAHO | 326 | (1991) |

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) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 OCAHO | 25 | (1988) |
| *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) |
| Discrimination | | | | |
| *Howard Eugene McNier v. San Francisco State University College of Business* | 7 | OCAHO | 947 | (1997) |
| *Iron Workers Local 455 v. Lake Construction & Development Corporation* | 7 | OCAHO | 964 | (1997) |
| *United States v. Shirley Fuimoto, Hawaii Government Employees Association* | 7 | OCAHO | 937 | (1997) |
| Citizenship Status | | | | |
| *Corneliu Curuta v. Tomball College* | 9 | OCAHO | 1099 | (2003) |
| *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) |
| *Jorge Mario Ipina v. Michigan Jobs Commission* | 8 | OCAHO | 1036 | (1999) |
| *Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.* | 9 | OCAHO | 1081 | (2002) |
| *Olisaemeka Eze v. West County Transportation Agency* | 10 | OCAHO | 1140 | (2011) |
| *United States v. Diversified Technology and Services of Virginia, Inc.* | 9 | OCAHO | 1095 | (2003) |
| Evidence | | | | |
| *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) |
| *Luigia Wiesner v. CIT Tours, Inc.* | 5 | OCAHO | 773 | (1995) |
| *Maria Fuentes v. Grace Culinary Systems* | 6 | OCAHO | 873 | (1996) |
| *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. Guardsmark* | 4 | OCAHO | 614 | (1994) |
| 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) |
| Documents | | | |
| *Dolores Garcia Contreras v. Cascade Fruit Company* | 9 OCAHO | 1090 | (2003) |
| Knowledge of Required | | | |
| *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) |
| Production | | | |
| *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 | 106 | (1989) |
| *United States v. Lasa Marketing Firms, a California Partnership* | 1 OCAHO | 141 | (1990) |

| | | | |
|---|---|---|---|
| *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) |
| 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 County Special Health Care District* | 9 OCAHO | 1127 | (2007) |
| *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) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 OCAHO | 532 | (1993) |
| *Rosa Isela Olivares Aguirre v. KDI American Products, Inc.* | 6 OCAHO | 882 | (1996) |
| *United States v. Diversified Technology and Services of Virginia, Inc.* | 9 OCAHO | 1095 | (2003) |
| *United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* | 9 OCAHO | 1092 | (2003) |
| Knowledge of Employer | | | |
| *United States v. Aid Maintenance Company, Inc.* | 7 OCAHO | 951 | (1997) |
| U.S. Citizen-Only Policy | | | |
| *United States v. Mesa Airlines* | 1 OCAHO | 74 | (1989) |

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)

Prescreening

*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)

*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)

Retaliation

*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 535 (1993)

*Cecilia Araceli Basua v. Walmart #1554* 3 OCAHO 547 (1993)

*Drahomira Adame v. Dunkin Donuts* 4 OCAHO 691 (1994)

*Drahomira Adame v. Dunkin Donuts* 5 OCAHO 722 (1995)

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

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

*Gurpreet Sodhi v. Maricopa Medical Center* 10 OCAHO 1124 (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)
*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)
Summary Decision
Knowledge of Employer
*United States v. Haim Co., Inc.* 7 OCAHO 988 (1998)
**EMPLOYER PRACTICES/REDUCTION IN FORCE**
*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)
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)

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)

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. Spring & Soon Fashion, Inc.* 7 OCAHO 982 (1997)

Union(s)

*Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation* 1 OCAHO 107 (1989)

**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)

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)
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)
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
Borrowed Employees
*United States v. Maka's Akamai Service* 1 OCAHO 36 (1988)
Definition

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

*United States v. Jennifer Dittman d/b/a Ready Room Restaurant* 1 OCAHO 195 (1990)

Duty

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

Form I-9

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

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

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

*United States v. GRS, Inc. d/b/a Gasket Engineering* 4 OCAHO 627 (1994)

Grandfathered Employees

*Johnson v. Florida Power Corporation* 7 OCAHO 981 (1997)

*United States v. Christie Automotive Products* 2 OCAHO 361 (1991)

*United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery* 1 OCAHO 256 (1990)

*United States v. Goldenfield Corporation d/b/a Rodeway Inn* 2 OCAHO 321 (1991)

*United States v. Halshan, Inc. d/b/a California Pacific* 1 OCAHO 278 (1990)

*United States v. Hilario Rodriguez, Jr.* 1 OCAHO 276 (1990)

*United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor* 1 OCAHO 218 (1990)

*United States v. Maka's Akamai Service* 1 OCAHO 36 (1988)

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

Employer(s)

Apparent or Implied Authority

*United States v. Land Coast Insulation, Inc.* 2 OCAHO 379 (1991)

*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)

Definition

*United States v. Dubois Farms, Inc.* 2 OCAHO 376 (1991)

*United States v. Guillermo Perales d/b/a Mexican Bakery* 2 OCAHO 320 (1991)

*United States v. Jennifer Dittman d/b/a Ready Room Restaurant* 1 OCAHO 195 (1990)

| | | | |
|---|---|---|---|
| *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. 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) |
| Duty | | | |
| *United States v. 4431, Inc. t/a Candlelight Inn* | 4 OCAHO | 611 | (1994) |
| *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. Burns and Intra-Continental Enterprises* | 5 OCAHO | 768 | (1995) |
| *United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* | 5 OCAHO | 794 | (1995) |
| *United States v. Corporate Loss Prevention Associates, Ltd.* | 6 OCAHO | 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.* | 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. 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. 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. Oscar Chacon, Sr.* | 3 | OCAHO | 578 | (1993) |
| *United States v. PPJV, Inc. d/b/a Publishers Press* | 2 | OCAHO | 354 | (1991) |
| *United States v. Vogue Pleating, Stitching & Embroidery Corporation* | 5 | OCAHO | 782 | (1995) |
| *United States v. Wood 'N Stuff* | 3 | OCAHO | 574 | (1993) |
| Duty of Reverification | | | | |
| *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. China Wok Restaurant, Inc., a Nebraska Corporation* | 4 | OCAHO | 608 | (1994) |
| *United States v. Noel Plastering & Stucco, Inc.* | 2 | OCAHO | 377 | (1991) |
| *United States v. Noel Plastering & Stucco, Inc.* | 3 | OCAHO | 427 | (1992) |
| Generally | | | | |
| *Dolores Garcia Contreras v. Cascade Fruit Company* | 9 | OCAHO | 1090 | (2003) |
| *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) |
| Independent Contractors | | | | |
| *United States v. ABC Roofing & Waterproofing, Inc.* | 2 | OCAHO | 358 | (1991) |
| Knowledge of Employer | | | | |
| *Gloria Ondina-Mendez v. Sugar Creek Packing Company* | 9 | OCAHO | 1075 | (2001) |
| *United States v. 4431, Inc. t/a Candlelight Inn* | 4 | OCAHO | 611 | (1994) |
| *United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* | 5 | OCAHO | 794 | (1995) |
| *United States v. China Wok Restaurant, Inc., a Nebraska Corporation* | 4 | OCAHO | 608 | (1994) |
| *United States v. Oscar Chacon, Sr.* | 3 | OCAHO | 578 | (1993) |
| Evidence | | | | |
| *Cormia v. Home Care Giver Services* | 10 | OCAHO | 1160 | (2012) |
| *Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC* | 10 | OCAHO | 1134 | (2010) |

Generally

*United States v. Alberta Sosa, Inc.* 6 OCAHO 831 (1996)
*United States v. David Jenkins* 5 OCAHO 743 (1995)
*United States v. Honeybake Farms, Inc.* 2 OCAHO 311 (1991)
*United States v. Mr. Z Enterprise* 1 OCAHO 288 (1991)
*United States v. Power Operating Company* 3 OCAHO 580 (1993)
*United States v. Ricardo Calderon, Inc.* 6 OCAHO 832 (1996)

Grandfathered Employees

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

Independent Contractor(s)

*United States v. David Jenkins* 5 OCAHO 743 (1995)
*United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction* 2 OCAHO 309 (1991)
*United States v. Mr. Z Enterprise* 1 OCAHO 288 (1991)
*United States v. Power Operating Company* 3 OCAHO 580 (1993)
*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)
*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)

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**

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**

Generally

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)
*Charo's Corporation d/b/a Charo's Restaurant v. United States* 7 OCAHO 980 (1997)
*Mester Manufacturing Company v. United States* 1 OCAHO 44 (1989)
*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 401 (1992)
*United States v. Charo's Corporation d/b/a Charo's Restaurant* 3 OCAHO 402 (1992)
*United States v. Charo's Corporation d/b/a Charo's Restaurant* 3 OCAHO 467 (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* 1 OCAHO 216 (1990)
*United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* 1 OCAHO 270 (1990)
*United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* 2 OCAHO 389 (1991)
*United States v. Mourad Abu Remileh* 6 OCAHO 864 (1996)
*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 2 OCAHO 308 (1991)

Prevailing Party

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)

Reasonableness Standard

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)

Substantial Justification

*Charo's Corporation d/b/a Charo's Restaurant v. United States* 5 OCAHO 761 (1995)

**EQUITABLE TOLLING**

180-Day Period

*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)
5/10 Year Rule

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)
*Leonid Naginsky v. Department of Defense and EG&G Dynatrend* 5 OCAHO 726 (1995)
*Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation* 4 OCAHO 711 (1994)
*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)
*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)
Available in Extraordinary Circumstances Beyond Party's Control That Prevented Timely Filing

*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)
*United States v. Auburn University* 4 OCAHO 602 (1994)
*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 653 (1994)

*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 695 (1994)
*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)
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)
Complaint Filing Period

*In Re Investigation of: NHS Human Services* 10 OCAHO 1198 (2013)
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

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)
*United States v. Vilardo Vineyards* 11 OCAHO 1248 (2015)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of OSC Charge

*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) |
| *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) |


May Be Available Where Party Prevented From Timely Filing by Circumstances Beyond Party's Control


| | | | | |
|---|---|---|---|---|
| *United States v. Vilardo Vineyards* | 11 | OCAHO | 1248 | (2015) |


Memorandum of Understanding (MOU)


| | | | | |
|---|---|---|---|---|
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 | OCAHO | 892 | (1996) |
| *Linda S. Walker v. United Airlines, Inc.* | 4 | OCAHO | 686 | (1994) |
| *United States v. Auburn University* | 4 | OCAHO | 617 | (1994) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 | OCAHO | 879 | (1996) |

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) |
| *Crecencio Cabrera Mendez v. Jim Daniels* | 2 | OCAHO | 374 | (1991) |
| *Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.* | 3 | OCAHO | 548 | (1993) |
| *Emil Anis Halim v. Accu-Labs Research, Inc.* | 3 | OCAHO | 474 | (1992) |
| *John C. Grodzki v. OOCL, Inc.* | 1 | OCAHO | 243 | (1990) |
| *John C. Grodzki v. OOCL, Inc.* | 1 | OCAHO | 295 | (1991) |
| *Joseph E. Sabol v. Northern Michigan University* | 9 | OCAHO | 1107 | (2004) |
| *Juan J. Salcido v. New-Way Pork Company* | 3 | OCAHO | 425 | (1992) |

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) |

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

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

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 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)

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**

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)

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)

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)

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)

Lawyers Are Officers of the Court and Have an Ethical Duty to Be Candid With the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)

Plagiarism Violates Counsel's Duty to Act With Integrity and With Candor to the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)

Pleading and Argument Contrary to All Relevant Authority Show Lack of Candor With the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)
Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct

*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)
Verbatim Copying of Text Without Attribution is Plagarism and Misrepresentation to the Court

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)
When Ethical Issues Arise in OCAHO Proceedings, Applicable State Bar Rules Provide Guidance

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

**E-VERIFY**

Federal Contractors

*Travis John Guth v. Kaiser Permanente Hawaii* 10 OCAHO 1190 (2013)
Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

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

**EVIDENCE**

Admissibility

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)
Affidavit(s)

*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)
*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. March Construction, Inc.* 10 OCAHO 1158 (2012)
*United States v. Nicolas Tinoco-Medina* 6 OCAHO 890 (1996)
Hearsay
*Martha Diaz v. Pacific Maritime Association* 9 OCAHO 1108 (2004)
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 Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit
*United States v. Chen Wilmington, Inc.* 11 OCAHO 1241 (2015)
Authentication
*Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.* 9 OCAHO 1081 (2002)
*United States v. Israel Velasquez-Tabir* 6 OCAHO 914 (1997)
*United States v. Julio Carpio-Lingan* 6 OCAHO 914 (1997)
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. Durable, Inc.* 11 OCAHO 1231 (2014)
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.* | 3 | OCAHO | 519 | (1993) |
| *Mr. Doron Tal v. M. L. Energia, Inc.* | 4 | OCAHO | 705 | (1994) |
| *Natasha Dionne Humphries v. PalmOne* | 9 | OCAHO | 1112 | (2004) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 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) |
| *Rafael Prieto v. News World Communications, Inc.* | 1 | OCAHO | 177 | (1990) |

| | | | | |
|---|---|---|---|---|
| *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) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 | OCAHO | 877 | (1996) |
| *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) |
| *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. 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) |
| *United States v. Sophie Valdez d/b/a La Parilla Restaurant* | 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) |
| Citizenship Status | | | | |
| *Carlos Aciar v. Rosen's Delicatessen* | 9 | OCAHO | 1086 | (2002) |
| 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) |
| Direct Evidence | | | | |
| *Dolores Garcia Contreras v. Cascade Fruit Company* | 9 | OCAHO | 1090 | (2003) |
| *Olisaemeka Eze v. West County Transportation Agency* | 10 | OCAHO | 1140 | (2011) |
| *United States v. Diversified Technology and Services of Virginia, Inc.* | 9 | OCAHO | 1095 | (2003) |
| 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* 3 OCAHO 470 (1992)

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

*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)

Document Abuse

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

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

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

Equitable Tolling

*Ashwani Goel v. Indotronix Internation Corporation* 9 OCAHO 1102 (2003)

*Roman Udala v. New York State Department of Education* 4 OCAHO 633 (1994)

Exhibits

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)

Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence

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

Generally

| | | | | |
|---|---|---|---|---|
| *Anna J. Flores v. Daniel Dry Cleaners* | 4 | OCAHO | 693 | (1994) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 535 | (1993) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 549 | (1993) |
| *Chand Wije v. Barton Springs/Edwards 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) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 | OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 | OCAHO | 532 | (1993) |
| *Robert Y. Chu v. Fujitsu Network Transmission System, Inc.* | 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) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 | OCAHO | 877 | (1996) |
| *United States v. Applied Computer Technology* | 2 | OCAHO | 367 | (1991) |
| *United States v. Armando Alvarez-Suarez* | 4 | OCAHO | 699 | (1994) |
| *United States v. Armando Alvarez-Suarez* | 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) |
| *United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm* | 1 OCAHO | 173 | (1990) |
| *United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm* | 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 | 245 | (1990) |
| *United States v. Sergio Alaniz d/b/a Sagunada* | 1 OCAHO | 297 | (1991) |
| *United States v. Westwind Farms, Inc.* | 1 OCAHO | 171 | (1990) |
| *United States v. Weymoor Investments, Limited* | 1 OCAHO | 56 | (1989) |
| *United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets* | 3 OCAHO | 399 | (1992) |
| *United States v. Zabala Vineyards* | 6 OCAHO | 830 | (1995) |

Governing Standard(s)

| | | | |
|---|---|---|---|
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1093 | (2003) |
| *United States v. Israel Velasquez-Tabir* | 6 OCAHO | 914 | (1997) |
| *United States v. Julio Carpio-Lingan* | 6 OCAHO | 914 | (1997) |

Government Must Prove Aggravating Factor by Preponderance of Evidence

| | | | |
|---|---|---|---|
| *United States v. Natural Environmental, Inc.* | 10 OCAHO | 1197 | (2013) |

Hearsay

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

Affidavit(s)

*Martha Diaz v. Pacific Maritime Association* 9 OCAHO 1108 (2004)

Hearsay Permitted in OCAHO Proceedings

*Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape* 10 OCAHO 1187 (2013)

Knowledge

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)
*United States v. Haim Co., Inc.* 7 OCAHO 988 (1998)

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

*Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee* 10 OCAHO 1212 (2014)

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

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

Preponderance of the Evidence Standard

| | | | | |
|---|---|---|---|---|
| *George Suchta v. United States Postal Service* | 2 | OCAHO | 327 | (1991) |
| *Irma Leticia Sosa v. United States Postal Service* | 1 | OCAHO | 115 | (1989) |
| *Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company* | 4 | OCAHO | 675 | (1994) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 | OCAHO | 25 | (1988) |
| *Robert Y. Chu v. Fujitsu Network Transmission System, Inc.* | 5 | OCAHO | 778 | (1995) |
| *Sargon Bethishou v. Ohmite Manufacturing Company* | 1 | OCAHO | 77 | (1989) |
| *Stephen Salerno v. ICL Retail Systems, Inc.* | 3 | OCAHO | 481 | (1993) |
| *United States v. McDonnell Douglas Corporation* | 4 | OCAHO | 676 | (1994) |
| *Wisniewski v. Douglas County School System* | 1 | OCAHO | 29 | (1988) |
| *Yves Nguyen v. ADT Engineering, Inc.* | 3 | OCAHO | 489 | (1993) |

Prima Facie Case

| | | | | |
|---|---|---|---|---|
| *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) |
| *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) |
| *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) |
| *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) |
| *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) |
| *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) |

Burden of Demonstrating

| | | | |
|---|---|---|---|
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 OCAHO | 1110 | (2004) |
| 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) |
| Similarly Situated | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1093 | (2003) |
| 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) |
| 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) |
| 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 County Special Health Care District* | 9 OCAHO | 1127 | (2007) |
| *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) |
| *United States v. March Construction, Inc.* | 10 OCAHO | 1158 | (2012) |
| *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) |
| Suppress | | | |
| *United States v. David Jenkins* | 4 OCAHO | 649 | (1994) |
| *United States v. David Jenkins* | 5 OCAHO | 743 | (1995) |
| **EX PARTE COMMUNICATION(S)** | | | |
| Generally | | | |
| *Stephen A. Lewis v. Ogden Services* | 2 OCAHO | 384 | (1991) |
| Pro Se | | | |
| *Frederick John Harris v. State of Hawaii, Department of Education* | 6 OCAHO | 922 | (1997) |
| Protective Order(s) | | | |
| *United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* | 9 OCAHO | 1079 | (2002) |
| 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)
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)
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)
**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)
Generally

*Christopher Winkler v. Timlin Corporation* 6 OCAHO 912 (1997)
*In re Investigation of Florida Rural Legal Services, Subpoena* 3 OCAHO 437 (1992)
*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** | | | |
| Generally | | | |
| *United States v. Sizzlin Hot Restaurant* | 2 OCAHO | 395 | (1990) |
| **FAILURE TO STATE A CLAIM** | | | |
| Discrimination | | | |
| *D'Amico v. Erie Community College* | 7 OCAHO | 948 | (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) |
| Citizenship Status | | | |
| *Eric Robin Cholerton v. Robert M. Hadley Company, Inc.* | 7 OCAHO | 934 | (1997) |
| Dismissal | | | |
| *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) |
| *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. 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)

Document Abuse

*Lee v. AT&T* 7 OCAHO 924 (1997)

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

*Werline v. Public Service Electric & Gas Company* 7 OCAHO 935 (1997)

Generally

*Lee v. AT&T* 7 OCAHO 924 (1997)

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)

Generally

*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)

Knowingly Continue to Employ

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

Retaliation

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

*Jose N. Hernandez v. City of Santa Ana* 4 OCAHO 663 (1994)

Subject Matter Jurisdiction

*Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos* 10 OCAHO 1126 (2008)

*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)

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)

**FEDERAL RULES OF CIVIL PROCEDURE**

*United States v. Ronning Landscaping, Inc.* 10 OCAHO 1149 (2012)

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)

Discovery

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

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1091 (2003)

*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 883 (1996)

*United States v. Naim Ojeil & Samoeil Ishk* 7 OCAHO 976 (1997)

Dismissal

*Brenda Bent v. Brotman Medical Center Pulse Health Services* 5 OCAHO 764 (1995)
*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)
*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)

Generally

*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 196 (1990)
*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 215 (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) |
| *United States v. Educational Employment Enterprise* | 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 | 331 | (1991) |
| *United States v. Harris Ranch Beef Company* | 2 | OCAHO | 338 | (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) |
| *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) |
| *United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.* | 2 | OCAHO | 390 | (1991) |

May Be Used as a General Guide in Situations Not Provided For by OCAHO or Other Applicable Rules

| | | | | |
|---|---|---|---|---|
| *United States v. Vilardo Vineyards* | 11 | OCAHO | 1248 | (2015) |

Motion to Strike

*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)
Privilege Claim

*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)
Protective Order(s)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1084 (2002)
Sanction (Rule 11)

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1104 (2004)
Setting Aside Order

*United States v. Monica Zapata-Cosio* 4 OCAHO 685 (1994)
Summary Decision

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1123 (2007)
*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)
*United States v. Ana Maria Villegas-Valenzuela* 5 OCAHO 784 (1995)
*United States v. Esther Flores-Martinez* 5 OCAHO 733 (1995)
**FEDERAL RULES OF EVIDENCE**
As a Guideline

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1093 (2003)
Hearsay

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1093 (2003)

Generally

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1093 (2003)

**FEE SHIFTING**

Generally

*Daniel Ojeda-Ojeda v. Booth Farms, L.P.* 9 OCAHO 1121 (2006)

*Jarvis v. AK Steel* 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. David Jenkins* 4 OCAHO 649 (1994)

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

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**

Fax Filings Acceptable to Toll Filing Deadline, But Hard Copies Must Be Forwarded Simultaneously

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

**FINAL DECISION AND ORDER**

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

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

**FINES**

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

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

*United States v. 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)

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

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

*United States v. 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)

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

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 1231 (2014)

ALJ Not Bound by ICE's Method of Calculating Penalties

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)

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)

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

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

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)
*United States v. Romans Racing Stables, Inc.* 11 OCAHO 1232 (2014)

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

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

Civil Money Penalty

*United States v. 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)

*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)

Generally

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

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)

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. Hair U Wear, LLC* 11 OCAHO 1268 (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)

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

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

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. 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. Metropolitan Warehouse, Inc.* | 10 | OCAHO | 1207 | (2013) |
| *United States v. Speedy Gonzalez Construction, Inc.* | 11 | OCAHO | 1243 | (2015) |

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) |

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. 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 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 Prepare Form I-9 Among Most Serious Paperwork Violations

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

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 1232 (2014)


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


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


Generally


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

*United States v. Armando Alvarez-Suarez* 6 OCAHO 862 (1996)

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

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

*United States v. Exim, Inc. and Jaime Monardes, Individually* 3 OCAHO 591 (1993)

*United States v. Giannini Landscaping, Inc.* 3 OCAHO 573 (1993)

*United States v. Hardeep Singh* 3 OCAHO 520 (1993)

*United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient* 3 OCAHO 499 (1993)

*United States v. Kangaroo Express of Pueblo* 3 OCAHO 581 (1993)

*United States v. Landscapes By Susanna* 3 OCAHO 556 (1993)

*United States v. Local Building & Remodeling of International Falls* 3 OCAHO 567 (1993)

*United States v. Minaco Fashions, Inc.* 3 OCAHO 587 (1993)

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

*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. Park Sunset Hotel* 3 OCAHO 525 (1993)

*United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management* 3 OCAHO 559 (1993)

*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. 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)

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

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. 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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

*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. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

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

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

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. 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. 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)

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

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

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 1232 (2014)

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. 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. 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)

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

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)

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

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

*United States v. 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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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)

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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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

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

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. 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. Senox Corporation* 11 OCAHO 1219 (2014)
*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)
*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 Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

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

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)

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. 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)

*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. Senox Corporation* 11 OCAHO 1219 (2014)

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

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

Should Deter Future Violations Without Being Unduly Punitive

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

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

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

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

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

Statute Does Not Prohibit Consideration of Unenumerated Factors

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

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

Statute Does Not Require That 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. Liberty Packaging, Inc.* 11 OCAHO 1245 (2015)
*United States v. Mott Thoroughbred Stables, Inc.* 11 OCAHO 1233 (2014)
*United States v. Romans Racing Stables, Inc.* 11 OCAHO 1230 (2014)
*United States v. Senox Corporation* 11 OCAHO 1219 (2014)

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

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 (2015)
*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)
*United States v. Kenneth McPeek Racing Stables, Inc.* 11 OCAHO 1249 (2015)
*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. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)

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)

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)

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (2015)

There Is No Sole Permissible Method for Calculating Penalties

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

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

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

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

*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)

**FORGED DOCUMENTS**

Generally

*United States v. Armando Alvarez-Suarez* 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**

*United States v. H&H Saguaro Specialists* 10 OCAHO 1147 (2012)

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)

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. Corporate Loss Prevention Associates, Ltd.* 6 OCAHO 908 (1997)

*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)

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)

Document Fraud

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

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

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. 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)

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

Employer Must Attest to Examination of Section 2 Documents

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

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

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)

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. 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. Hartmann Studios, Inc.* 11 OCAHO 1255 (2015)
*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)
Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)* 11 OCAHO 1258 (2015)
Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation

*United States v. Senox Corporation* 11 OCAHO 1219 (2014)
Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

*United States v. Hartmann Studios, Inc.* 11 OCAHO 1255 (2015)
Failure to Complete I-9 Within Three Business Days is Serious Violation

*United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)* 11 OCAHO 1258 (2015)
Failure to Complete or Sign Section 2 Employer Verification Constitutes Substantive Violation

*United States v. Durable, Inc.* 11 OCAHO 1229 (2014)
Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation

*United States v. Durable, Inc.* 11 OCAHO 1229 (2014)
*United States v. Hartmann Studios, Inc.* 11 OCAHO 1255 (2015)
*United States v. Horno MSJ, Ltd., Company* 11 OCAHO 1247 (2015)
Failure to Ensure Employee Signs Section 1 Is A Serious Violation

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

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

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

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

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

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

Generally

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

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

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

*United States v. David Segura-Sataray* 4 OCAHO 703 (1994)

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

*United States v. GRS, Inc. d/b/a Gasket Engineering* 4 OCAHO 627 (1994)

*United States v. Harran Transportation Company, Inc.* 6 OCAHO 857 (1996)

*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)

*United States v. Northern Michigan Fruit Company* 4 OCAHO 667 (1994)

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

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

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)

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)

Retention Requirement for Former Employees

*United States v. March Construction, Inc.* 10 OCAHO 1158 (2012)

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

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

Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

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

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

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

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)

**FOURTH AMENDMENT**

Consent

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

Exclusionary Rule

*United States v. David Jenkins* 5 OCAHO 743 (1995)
*United States v. Israel Velasquez-Tabir* 6 OCAHO 909 (1997)
*United States v. Julio Carpio-Lingan* 6 OCAHO 909 (1997)
Generally

*United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.* 6 OCAHO 845 (1996)
*United States v. David Jenkins* 5 OCAHO 743 (1995)
**GOOD CAUSE**
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 70 (1989)
*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 FAITH**
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)
Absence of Good Faith Where Employer Fails to Ascertain and Conform Conduct to Legal Obligations

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

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)

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)

Generally

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

*United States v. Continental Sports Corporation* 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)

*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 Affirmative Defense Only Available for Technical/Procedural Violations

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

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)

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)

Requires Assessment of Whether Employer Honestly Exercised Reasonable Care and Diligence

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

**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)

Good Faith Defense Does Not Apply to Substantive Violations

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

Good Faith Defense Only Available for Technical/Procedural Violations

*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 a (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)

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)

Jury Trial

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 623 (1994)

Permissive Joinder

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)

Prehearing Order

*Juan Manuel Alamprese v. MNSH, Inc.* 9 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)

Request for a Hearing

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

*United States v. Esther Flores-Martinez* 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)

**HEARSAY EVIDENCE**

Generally

*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)

Summary Decision

*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)

**HIRE**

Definition

*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)

**IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT**

Civil Money Penalty

*United States v. Riverboat Delta King, Inc.* 5 OCAHO 738 (1995)

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

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

Compliance with Employer Sanctions

Technical or Procedural Verification Failures

*United States v. Forsch Polymer Corporation* 10 OCAHO 1156 (2012)

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

Confidential Informant(s)

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

Fifth Amendment

*United States v. David Jenkins* 4 OCAHO 649 (1994)

Generally

*United States v. American Terrazzo Corporation d/b/a John Delallo Foods* 6 OCAHO 828 (1995)

*United States v. Earl & Beverly McDougal d/b/a Grand Tradition* 4 OCAHO 687 (1994)

*United States v. Galilee Fashions, Inc.* 4 OCAHO 697 (1994)

*United States v. Italy Department Store, Inc.* 6 OCAHO 847 (1996)

Handbook for Employers

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

Misconduct

*United States v. David Jenkins* 4 OCAHO 649 (1994)

Recruitment

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

**IMMUNITY**

*Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos* 10 OCAHO 1126 (2008)

Transactional

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

Use

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

**INDEPENDENT INVESTIGATIONS**

Generally

| | | | |
|---|---|---|---|
| *In re Investigation of Wal-Mart Distribution Center, Subpoena* | 5 OCAHO | 788 | (1995) |
| *United States v. Robison Fruit Ranch, Inc.* | 4 OCAHO | 594 | (1994) |

**INSPECTION**

Form I-9

| | | | |
|---|---|---|---|
| *United States v. 4431, Inc. t/a Candlelight Inn* | 4 OCAHO | 611 | (1994) |
| *United States v. Davis Nursery, Inc.* | 4 OCAHO | 694 | (1994) |
| *United States v. Italy Department Store, Inc.* | 6 OCAHO | 847 | (1996) |
| *United States v. LFW Dairy Corporation* | 10 OCAHO | 1129 | (2009) |

Generally

| | | | |
|---|---|---|---|
| *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. 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) |

**INTENDING CITIZEN**

Generally

| | | | |
|---|---|---|---|
| *United States v. Southwest Marine Corporation, a California Corporation* | 2 OCAHO | 400 | (1989) |

**INTERLOCUTORY ORDER(S)**

Generally

| | | | |
|---|---|---|---|
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 829 | (1995) |
| *United States v. Edith Fine* | 1 OCAHO | 97 | (1989) |
| *United States v. Koamerican Trading Corporation* | 1 OCAHO | 63 | (1989) |
| *United States v. Lea's Party Rentals, Inc.* | 1 OCAHO | 124 | (1990) |

*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)
*United States v. Pedro Dominguez* 7 OCAHO 973 (1997)
*United States v. Shine Auto Service* 1 OCAHO 70 (1989)
Review

*United States v. Split Rail Fence Company, Inc.* 10 OCAHO 1181 (2013)
**INTERPRETER**
Generally

*United States v. Mushtaq Ahmed Chaudhry* 3 OCAHO 588 (1993)
**INTERROGATORIES**
Contention Interrogatories Are a Permissible Tool of Discovery

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

*Jorge Pugliese v. Auto-Grafica Corporation* 5 OCAHO 820 (1995)
Individual Capacity

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

*Jose Proto Alcaraz v. General Motors Corporation* 7 OCAHO 962 (1997)
Sufficiency of Response

*Iron Workers Local 455 v. Lake Construction & Development Corporation* 6 OCAHO 911 (1997)
*Iron Workers Local 455 v. Lake Construction & Development Corporation* 7 OCAHO 964 (1997)

**INTERVENTION**

Generally

| | | | |
|---|---|---|---|
| *Hernandez v. Farley Candy Company* | 5 OCAHO | 765 | (1995) |
| *Hernandez v. Farley Candy Company* | 5 OCAHO | 810 | (1995) |
| *Joan A. Lardy v. United Airlines, Inc.* | 6 OCAHO | 843 | (1996) |

**JUDGMENT(S)**

Abandonment

| | | | |
|---|---|---|---|
| *United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.* | 4 OCAHO | 656 | (1994) |

Default

| | | | |
|---|---|---|---|
| *D'Amico v. Erie Community College* | 7 OCAHO | 927 | (1997) |
| *Tyrone Robinson v. New York State Family Court* | 5 OCAHO | 814 | (1995) |
| *United States v. A & A Maintenance Enterprise, Inc.* | 6 OCAHO | 852 | (1996) |
| *United States v. Abel Galvez-Malgarejo* | 4 OCAHO | 684 | (1994) |
| *United States v. Carlos Antonio Aquino* | 5 OCAHO | 818 | (1995) |
| *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. 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) |

Generally

| | | | |
|---|---|---|---|
| *Esther Din Brooks v. KNK Textile* | 3 OCAHO | 528 | (1993) |
| *Esther Din Brooks v. KNK Textile* | 3 OCAHO | 545 | (1993) |

| | | | |
|---|---|---|---|
| *Esther Din Brooks v. Watts Window World* | 3 OCAHO | 570 | (1993) |
| *Florinda Kattan v. Union League Club of Chicago* | 4 OCAHO | 599 | (1994) |
| *Ghaffar Sepahpour v. Unisys, Inc.* | 3 OCAHO | 500 | (1993) |
| *Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* | 3 OCAHO | 539 | (1993) |
| *Grzegirz Pioterek v. Scott Worldwide Food Service* | 3 OCAHO | 530 | (1993) |
| *Jesus Morales v. Cromwell's Tavern Restaurant* | 3 OCAHO | 524 | (1993) |
| *Maria Gordillo v. Illinois Department of Employment Security* | 3 OCAHO | 542 | (1993) |
| *Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)* | 3 OCAHO | 508 | (1993) |
| *Martin A. Holguin v. Dona Ana Fashions* | 3 OCAHO | 582 | (1993) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 OCAHO | 532 | (1993) |
| *Roman Udala v. New York State Department of Education* | 4 OCAHO | 633 | (1994) |
| *Rosa Isela Olivares Aguirre v. KDI American Products, Inc.* | 6 OCAHO | 882 | (1996) |
| *United States v. 4431, Inc. t/a Candlelight Inn* | 4 OCAHO | 611 | (1994) |
| *United States v. Chums Corporation* | 6 OCAHO | 842 | (1996) |
| *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) |
| *United States v. Harran Transportation Company, Inc.* | 6 OCAHO | 857 | (1996) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 OCAHO | 861 | (1996) |
| *United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient* | 3 OCAHO | 499 | (1993) |
| *United States v. Kangaroo Express of Pueblo* | 3 OCAHO | 581 | (1993) |
| *United States v. McDonnell Douglas Corporation* | 4 OCAHO | 616 | (1994) |
| *United States v. Orlando Diaz-Rosas* | 4 OCAHO | 702 | (1994) |
| *United States v. Power Operating Company* | 3 OCAHO | 580 | (1993) |
| *United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge* | 4 OCAHO | 615 | (1994) |

| | | | |
|---|---|---|---|
| *United States v. The Beverly Center* | 5 OCAHO | 762 | (1995) |
| *United States v. Wood 'N Stuff* | 3 OCAHO | 574 | (1993) |
| *United States v. Zeferino Castillo, Individually* | 3 OCAHO | 505 | (1993) |

Hearsay Evidence

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

National Origin Claim(s)

| | | | |
|---|---|---|---|
| *Boris Gerardo Salazar-Castro v. Cincinnati Public Schools* | 3 OCAHO | 406 | (1992) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 OCAHO | 535 | (1993) |
| *Corneliu Curuta v. United States Water Conservation Laboratory* | 3 OCAHO | 459 | (1992) |
| *Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.* | 3 OCAHO | 548 | (1993) |
| *Elizabeth Klimas v. Department of Treasury* | 3 OCAHO | 419 | (1992) |
| *Esther Din Brooks v. KNK Textile* | 3 OCAHO | 528 | (1993) |
| *Esther Din Brooks v. Watts Window World* | 3 OCAHO | 501 | (1993) |
| *Frank Thomas Brown v. Baltimore City Public Schools* | 3 OCAHO | 480 | (1992) |
| *Ghaffar Sepahpour v. Unisys, Inc.* | 3 OCAHO | 500 | (1993) |
| *Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* | 3 OCAHO | 539 | (1993) |
| *Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* | 3 OCAHO | 590 | (1993) |
| *Grzegirz Pioterek v. Scott Worldwide Food Service* | 3 OCAHO | 530 | (1993) |
| *Haddon Speakman v. The Rehabilitation Hospital of South Texas* | 3 OCAHO | 469 | (1992) |
| *Jesus Morales v. Cromwell's Tavern Restaurant* | 3 OCAHO | 524 | (1993) |
| *John R. Alvarez v. Interstate Highway Construction* | 3 OCAHO | 430 | (1992) |
| *Juan Antonio Cardona Godinez v. Armguard Security Patrol* | 3 OCAHO | 490 | (1993) |
| *Margarita Yefremov v. New York City Department of Transportation* | 3 OCAHO | 466 | (1992) |
| *Maria Gordillo v. Illinois Department of Employment Security* | 3 OCAHO | 542 | (1993) |
| *Martin A. Holguin v. Dona Ana Fashions* | 3 OCAHO | 582 | (1993) |
| *Sellaro v. Elektra Records* | 3 OCAHO | 495 | (1993) |

Retaliation


| | | | |
|---|---|---|---|
| *Gurpreet Sodhi v. Maricopa Medical Center* | 10 OCAHO | 1124 | (2008) |
| *Jose Danilo Cruz v. Able Service Contractors, Inc.* | 6 OCAHO | 837 | (1996) |


Summary Decision


| | | | |
|---|---|---|---|
| *Dinko Sefic v. Marconi Wireless* | 9 OCAHO | 1123 | (2007) |
| *Gurpreet Sodhi v. Maricopa County Special Health Care District* | 9 OCAHO | 1127 | (2007) |
| *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* | 4 OCAHO | 718 | (1994) |
| *United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* | 5 OCAHO | 742 | (1995) |
| *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. 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) |
| *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. Leonor Yolanda Ortiz* | 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. Nicolas Tinoco-Medina* | 6 OCAHO | 890 | (1996) |
| *United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service* | 5 OCAHO | 760 | (1995) |

**JUDICIAL ESTOPPEL**

Generally

*United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* 9 OCAHO 1092 (2003)

**JUDICIAL REVIEW**

Generally

*Jimmy Jack Jackai v. Dallas County Data Services* 3 OCAHO 569 (1993)

*Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* 4 OCAHO 709 (1994)

*Josh Kupferberg v. University of Oklahoma Health Sciences Center* 4 OCAHO 709 (1994)

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

Time Period

*United States v. Big Bear Market* 1 OCAHO 49 (1989)

*United States v. Dodge Printing Centers, Inc.* 1 OCAHO 159 (1990)

Virtue Memorandum Is Entitled to Skidmore Deference

*Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer* 10 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**

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

Citizenship Claim(s)

*Benjamin A. K. Yohan v. Central State Hospital* 4 OCAHO 593 (1994)

*Cecilia Araceli Basua v. Walmart #1554* 3 OCAHO 535 (1993)

| | | | | |
|---|---|---|---|---|
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 547 | (1993) |
| *Cecilia Araceli Basua v. Walmart #1554* | 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) |
| *Miguel A. Gallegos v. Magna-View, Inc.* | 4 | OCAHO | 619 | (1994) |
| *Miguel A. Gallegos v. Magna-View, Inc.* | 4 | OCAHO | 628 | (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) |
| *Richard F. Lareau v. US Airways, Inc.* | 7 | OCAHO | 932 | (1997) |
| *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)

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)

*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)

Document Abuse

*Costigan v. NYNEX* 6 OCAHO 918 (1997)

*Earl Russel Horne v. Town of Hampstead* 6 OCAHO 906 (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 K. Lee v. Airtouch Communications* 6 OCAHO 888 (1996)

*United States v. Guardsmark* 3 OCAHO 572 (1993)

*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 594 (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* 4 OCAHO 636 (1994)

Citizenship Status

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

National Origin

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

Double Jeopardy

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

Eleventh Amendment

*Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School* 8 OCAHO 1022 (1999)
*Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* 4 OCAHO 689 (1994)
*Josh Kupferberg v. University of Oklahoma Health Sciences Center* 4 OCAHO 689 (1994)
*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)
*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)

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)

Exclusive

Citizenship Status

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1083 (2002)

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 214 (1990)

| | | | | |
|---|---|---|---|---|
| *Jaime Banuelos v. Transportation Leasing Company* | 1 | OCAHO | 259 | (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) |
| *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) |
| *United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.* | 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) |
| *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

| | | | | |
|---|---|---|---|---|
| *Alexander T. Mikhailine v. WebSci Technologies, Inc.* | 8 | OCAHO | 1033 | (1999) |
| *Programmer's Guild, Inc. v. Value Consulting, Inc.* | 10 | OCAHO | 1135 | (2010) |

Limitation(s)

| | | | | |
|---|---|---|---|---|
| *Benjamin A. K. Yohan v. Central State Hospital* | 4 | OCAHO | 593 | (1994) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 535 | (1993) |
| *Cecilia Araceli Basua v. Walmart #1554* | 3 | OCAHO | 547 | (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) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 | OCAHO | 25 | (1988) |
| *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) |

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) |

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) |
| *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) |

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 | 374 | (1991) |

| | | | | |
|---|---|---|---|---|
| *Crecencio Cabrera Mendez v. Jim Daniels* | 2 | OCAHO | 392 | (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) |
| *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 | 639 | (1994) |
| *Mr. Doron Tal v. M. L. Energia, Inc.* | 4 | OCAHO | 705 | (1994) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 | OCAHO | 25 | (1988) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 | OCAHO | 838 | (1996) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 6 | OCAHO | 907 | (1997) |
| *Sargon Bethishou v. Ohmite Manufacturing Company* | 1 | OCAHO | 77 | (1989) |
| *Stephen A. Lewis v. Ogden Services* | 2 | OCAHO | 375 | (1991) |
| *Tina B. Boyd v. Amzi Sherling, DDS* | 6 | OCAHO | 916 | (1997) |

National Origin Jurisdiction

*Carlos Aciar v. Rosen's Delicatessen* 9 OCAHO 1086 (2002)
*Drahomira Adame v. Dunkin Donuts* 5 OCAHO 722 (1995)
*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)
*Jose Pablo Martinez v. Superior Linen* 10 OCAHO 1180 (2013)
*Travis John Guth v. Kaiser Permanente Hawaii* 10 OCAHO 1190 (2013)

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

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

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)

Original

Citizenship Status

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1083 (2002)

Persons Protected

*Olatunji Moshood Fakunmoju v. Claims Administration Corporation* 4 OCAHO 624 (1994)
*Zelleka Getahun v. Dupont Merck Pharmaceutical Company* 6 OCAHO 880 (1996)

Temporary Protected Status

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

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) |

Sovereign

| | | | | |
|---|---|---|---|---|
| *Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* | 4 | OCAHO | 689 | (1994) |
| *Josh Kupferberg v. University of Oklahoma Health Sciences Center* | 4 | OCAHO | 689 | (1994) |
| *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 | 869 | (1996) |
| *Paul C. Iwuchukwu v. City of Grand Prairie* | 6 | OCAHO | 915 | (1997) |
| *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) |

Subject Matter Jurisdiction

| | | | | |
|---|---|---|---|---|
| *Cormia v. Home Care Giver Services* | 10 | OCAHO | 1160 | (2012) |
| *D'Amico v. Erie Community College* | 7 | OCAHO | 948 | (1997) |
| *Eric Robin Cholerton v. Robert M. Hadley Company, Inc.* | 7 | OCAHO | 934 | (1997) |
| *James R. Cook v. Pro Source, Inc.* | 7 | OCAHO | 960 | (1997) |
| *Jarvis v. AK Steel* | 7 | OCAHO | 930 | (1997) |
| *Lonnie W. Hogenmiller v. Lincare, Inc.* | 7 | OCAHO | 953 | (1997) |
| *Massala Prince Reffell v. Prairie View A&M University* | 9 | OCAHO | 1057 | (2000) |
| *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) |
| *Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al* | 8 | OCAHO | 1042 | (2000) |

*Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al* 8 OCAHO 1054 (2000)

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)

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)

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

*Ronald C. Wilson v. Harrisburg School District* 6 OCAHO 919 (1997)

*Werline v. Public Service Electric & Gas Company* 7 OCAHO 935 (1997)

Temporary Protected Status (TPS)

*Elizabeth S. Mengarpuan v. Asbury Methodist Village* 4 OCAHO 612 (1994)

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

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 602 (1994)
*United States v. Auburn University* 4 OCAHO 617 (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 838 (1996)
*Sara Caspi v. William J. Hoffman and Trigild Corporation* 6 OCAHO 907 (1997)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)
*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)

**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) |

**KNOWINGLY HIRE**

Admission(s)

| | | | |
|---|---|---|---|
| *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) |

Civil Money Penalty

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

Defense(s)

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

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) |
| *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. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets* | 3 OCAHO | 399 | (1992) |
| *United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* | 9 OCAHO | 1092 | (2003) |

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) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 877 | (1996) |
| *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.* 7 OCAHO 967 (1997)
*United States v. Jonel, Inc.* 8 OCAHO 1008 (1998)
*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.* 2 OCAHO 377 (1991)
*United States v. Noel Plastering & Stucco, Inc.* 3 OCAHO 427 (1992)
*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)

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)

Generally

*United States v. Buckingham Limited Partnership d/b/a Mr. Wash* 1 OCAHO 151 (1990)
*United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* 5 OCAHO 794 (1995)

| | | | |
|---|---|---|---|
| *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) |
| *United States v. Honorio Carmona-Anica* | 5 OCAHO | 770 | (1995) |
| *United States v. Israel Velasquez-Tabir* | 6 OCAHO | 914 | (1997) |
| *United States v. Julio Carpio-Lingan* | 6 OCAHO | 914 | (1997) |
| *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. The Body Shop* | 1 OCAHO | 149 | (1990) |
| *United States v. USA Café* | 1 OCAHO | 429 | (1989) |
| *United States v. YES Industries d/b/a Soft Touch Carwash* | 1 OCAHO | 198 | (1990) |
| Imputed Knowledge | | | |
| *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) |
| Knowing Hire | | | |
| *United States v. Yin Tien Chen, Individually and Winning Orchards, LLC* | 9 OCAHO | 1092 | (2003) |
| 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)

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

*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 594 (1994)

**LIABILITY**

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1100 (2003)

Citizenship Status Discrimination

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

Final Order

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1100 (2003)

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)

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)

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)

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

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

Generally

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

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

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

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

Individual Capacity

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

Paperwork Requirement(s)/Violation(s)

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

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

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

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

*United States v. 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)

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)

Substantial Compliance

*United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* 6 OCAHO 865 (1996)

Successorship Liability

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

*United States v. Spring & Soon Fashion, Inc.* 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)

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

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

*United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.* 6 OCAHO 851 (1996)

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

**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)

Office of Special Counsel

*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) |
| *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) |

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) |
| *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)
*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)

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)
*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

*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. 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. Park Sunset Hotel* | 3 OCAHO | 525 | (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* | 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) |

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* | 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. DJ Drywall, Inc.* | 10 OCAHO | 1136 | (2010) |
| *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. 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) |
| *Zelleka Getahun v. Dupont Merck Pharmaceutical Company* | 8 OCAHO | 1041 | (1999) |

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)
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)
Injunctive Relief

*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 196 (1990)
*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 215 (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

*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) |
| *Juan Coraizaca v. Yesterday's Restaurant* | 2 OCAHO | 340 | (1991) |
| Back Pay | | | |
| *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. A.J. Bart, Inc.* | 3 OCAHO | 538 | (1993) |
| *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) |
| *United States v. Louis Padnos Iron & Metal Co., a Corporation* | 3 OCAHO | 414 | (1992) |
| *United States v. Marcel Watch Corporation* | 1 OCAHO | 169 | (1990) |
| *United States v. Marcel Watch Corporation* | 1 OCAHO | 143 | (1990) |
| *United States v. Mesa Airlines* | 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. Southwest Marine Corporation, a California Corporation* | 3 OCAHO | 429 | (1992) |
| Duty to Mitigate | | | |
| *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. 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) |
| *United States v. Marcel Watch Corporation* | 1 OCAHO | 143 | (1990) |

| | | | | |
|---|---|---|---|---|
| *United States v. Mesa Airlines* | 1 | OCAHO | 74 | (1989) |
| Front Pay | | | | |
| *United States v. Marcel Watch Corporation* | 1 | OCAHO | 169 | (1990) |
| *United States v. Marcel Watch Corporation* | 1 | OCAHO | 143 | (1990) |
| *United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation* | 3 | OCAHO | 407 | (1992) |
| Reduction | | | | |
| *Thereza A. Freeman v. Mexico Studio Owners* | 1 | OCAHO | 291 | (1991) |
| *United States v. Educational Employment Enterprise* | 1 | OCAHO | 283 | (1991) |
| *United States v. Mesa Airlines* | 1 | OCAHO | 74 | (1989) |
| Previous Violation(s) | | | | |
| *United States v. Draper-King Cole, Inc.* | 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) |
| *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) |
| Seriousness of Violation(s) | | | | |
| *United States v. Draper-King Cole, Inc.* | 7 | OCAHO | 933 | (1997) |
| Size of Business | | | | |
| *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. 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. 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)
*United States v. Landscapes By Susanna* 3 OCAHO 556 (1993)
*United States v. Maria Teresa De Jesus Morales-Martinez* 5 OCAHO 727 (1995)
*United States v. Mohammed Noorealam* 5 OCAHO 797 (1995)
*United States v. Mourad Abu Remileh* 5 OCAHO 724 (1995)
*United States v. Park Sunset Hotel* 3 OCAHO 525 (1993)
*United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management* 3 OCAHO 559 (1993)
*United States v. Satarain, Individually* 3 OCAHO 557 (1993)

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)

**MOTION(S)**

Abandonment

*United States v. Mushtaq Ahmed Chaudhry* 4 OCAHO 666 (1994)

Adjudicatory Relief

*United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner* 4 OCAHO 696 (1994)

Amended

*United States v. Agripac, Inc.* 8 OCAHO 1028 (1999)

*United States v. Alexander's Inc. d/b/a Homestead Tomato Packing Company* 3 OCAHO 504 (1993)

*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. Rosario Strano d/b/a Strano Farms* 3 OCAHO 504 (1993)

*United States v. Sunshine Building Maintenance, Inc.* 6 OCAHO 913 (1997)

*Wartan Bozoghlanian v. Hughes Radar Systems Group* 5 OCAHO 741 (1995)

Bifurcation

*United States v. Agripac, Inc.* 8 OCAHO 1012 (1998)

Clarification

*Ramiro A. Villalobos v. Roumiguiere Vineyards* 4 OCAHO 630 (1994)

Compel

*Dalila Kamal-Griffin v. Cahill Gordon & Reindel* 3 OCAHO 487 (1993)

*Dinko Sefic v. Marconi Wireless* 9 OCAHO 1125 (2007)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)

*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.* | 2 OCAHO | 390 | (1991) |
| *United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.* | 3 OCAHO | 409 | (1992) |
| Arbitration | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1096 | (2003) |
| Continuance | | | |
| *United States v. Head Foil, Inc. d/b/a Head Foil Corporation* | 2 OCAHO | 398 | (1991) |
| Decision on Written Submission(s) | | | |
| *United States v. La Casona d/b/a La Casona Mexican Restaurant* | 4 OCAHO | 712 | (1994) |
| Default Judgment | | | |
| *D'Amico v. Erie Community College* | 7 OCAHO | 927 | (1997) |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 OCAHO | 156 | (1990) |
| *Sellaro v. Elektra Records* | 3 OCAHO | 461 | (1992) |
| *United States v. Continental Sports Corporation* | 4 OCAHO | 640 | (1994) |
| *United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway* | 3 OCAHO | 485 | (1993) |
| *United States v. Midtown Fashion, Inc.* | 4 OCAHO | 665 | (1994) |
| *United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation* | 3 OCAHO | 473 | (1992) |

| | | | |
|---|---|---|---|
| *United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.* | 5 OCAHO | 749 | (1995) |
| *United States v. William L. Garcia d/b/a La Buena, Inc.* | 7 OCAHO | 950 | (1997) |
| *United States v. Zeferino Castillo, Individually* | 3 OCAHO | 505 | (1993) |
| Defense(s) | | | |
| Good Faith Defense | | | |
| *United States v. Anthony Borrelli and Sons, Inc.* | 8 OCAHO | 1027 | (1999) |
| *United States v. LFW Dairy Corporation* | 10 OCAHO | 1129 | (2009) |
| Denial of Motion | | | |
| Successorship Liability | | | |
| *United States v. WSC Plumbing, Inc.* | 8 OCAHO | 1045 | (2000) |
| Dismissal | | | |
| *Earl Russel Horne v. Town of Hampstead* | 6 OCAHO | 884 | (1996) |
| *Elizabeth S. Mengarpuan v. Asbury Methodist Village* | 4 OCAHO | 612 | (1994) |
| *Elodia Guzman v. Yakima Fruit & Cold Storage* | 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) |
| *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) |
| *Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati* | 1 | OCAHO | 128 | (1990) |
| *Roman Udala v. New York State Department of Education* | 4 | OCAHO | 633 | (1994) |
| *Sellaro v. Elektra Records* | 3 | OCAHO | 461 | (1992) |
| *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) |
| *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. 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. Red Lobster* | 4 | OCAHO | 631 | (1994) |
| *United States v. Redi-Cut Foods, Inc.* | 4 | OCAHO | 659 | (1994) |
| *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) |
| Citizenship Status | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1083 | (2002) |
| *United States v. Swift & Co.* | 9 | OCAHO | 1068 | (2001) |
| Document Abuse | | | | |
| *United States v. Patrol & Guard Enterprises, Inc.* | 8 | OCAHO | 1040 | (2000) |
| *United States v. Swift & Co.* | 9 | OCAHO | 1068 | (2001) |
| Disqualify | | | | |
| *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)

*United States v. California Mantel, Inc.* 10 OCAHO 1168 (2013)

*United States v. Westin Galleria & Westin Oaks Hotel* 4 OCAHO 701 (1994)

Exclusion of Opposing Counsel

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

Extension of Time

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1093 (2003)

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 664 (1994)

*United States v. BKR Restaurants, LLC d/b/a Burger King* 10 OCAHO 1154 (2012)

Form of

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1089 (2003)

Generally

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 635 (1994)

*In re Investigation of Carolina Employers Association, Subpoena* 3 OCAHO 455 (1992)

*Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* 2 OCAHO 341 (1991)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1089 (2003)

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

*Joan A. Lardy v. United Airlines, Inc.* 3 OCAHO 493 (1993)

*Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* 3 OCAHO 532 (1993)

*Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* 3 OCAHO 532 (1993)

*Robert Y. Chu v. Fujitsu Network Transmission System, Inc.* 4 OCAHO 678 (1994)
*Sellaro v. Elektra Records* 3 OCAHO 495 (1993)
*United States v. Alberta Sosa, Inc.* 5 OCAHO 731 (1995)
*United States v. Creation & Innovation* 3 OCAHO 527 (1993)
*United States v. Cristina Galeas* 5 OCAHO 790 (1995)
*United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company* 3 OCAHO 446 (1992)
*United States v. Feliciano Leon-Gutierrez* 6 OCAHO 875 (1996)
*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)

Inference

*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 1 OCAHO 202 (1990)

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)
*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)

Joint Dismissal

*LeEdwards v. Kumagai International USA Corporation* 4 OCAHO 609 (1994)

Judgment on the Pleadings

*United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations* 3 OCAHO 563 (1993)

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 to Dismiss | | | | |
| *United States v. Split Rail Fence Company, Inc.* | 10 | OCAHO | 1181 | (2013) |
| Motion to Strike | | | | |
| *Jack N. Toussaint v. Tekwood Data Processing Consulting* | 6 | OCAHO | 892 | (1996) |
| *James R. Cook v. Pro Source, Inc.* | 7 | OCAHO | 960 | (1997) |
| *Joan A. Lardy v. United Airlines, Inc.* | 3 | OCAHO | 450 | (1992) |
| *Joan A. Lardy v. United Airlines, Inc.* | 3 | OCAHO | 493 | (1993) |
| *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) |
| *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. 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 | 533 | (1993) |
| *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.* | 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) |
| Evidence | | | | |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 | OCAHO | 1093 | (2003) |
| Good Faith Defense | | | | |
| *United States v. Patrol & Guard Enterprises, Inc.* | 8 | OCAHO | 1040 | (2000) |
| Motion(s) to Quash | | | | |
| *United States v. Edith Fine* | 1 | OCAHO | 89 | (1989) |
| Posthearing Motion | | | | |

*Juan Manuel Alamprese v. MNSH, Inc.* 9 OCAHO 1094 (2003)

Prehearing Motion

*United States v. David Jenkins* 4 OCAHO 649 (1994)

Reconsideration

*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. Four Star Knitting, Inc.* 5 OCAHO 815 (1995)

*United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts* 1 OCAHO 730 (1989)

*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. 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. 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 104 (1989)

Final Order

*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1098 (2003)

Re-Open Case

*Ramnik M. Trivedi v. Northrop Corporation and Department of Defense* 4 OCAHO 603 (1994)

Requests Are Required to Be Made By Motion

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

Sanctions

| | | | |
|---|---|---|---|
| *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) |
| *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.* | 2 OCAHO | 390 | (1991) |
| *United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.* | 3 OCAHO | 409 | (1992) |

Subject Matter Jurisdiction

| | | | |
|---|---|---|---|
| *Esther Din Brooks v. Watts Window World* | 3 OCAHO | 570 | (1993) |
| *Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos* | 10 OCAHO | 1126 | (2008) |

Summary Decision

| | | | |
|---|---|---|---|
| *Carlos Aciar v. Rosen's Delicatessen* | 9 OCAHO | 1086 | (2002) |
| *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) |
| *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 County Special Health Care District* | 9 OCAHO | 1127 | (2007) |
| *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)

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

*United States v. Marisol Chavez-Ramirez* 5 OCAHO 774 (1995)

*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)

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)

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)

*United States v. Midtown Fashion, Inc.* 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**

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

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

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

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

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)
*United States v. Durable, Inc.* 11 OCAHO 1221 (2014)
*United States v. Employer Solutions Staffing Group II, LLC* 11 OCAHO 1234 (2014)

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

*United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express* 11 OCAHO 1220 (2014)
*United States v. Employer Solutions Staffing Group II, LLC* 11 OCAHO 1234 (2014)

Opposing Party Bears Burden of Persuasion

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

Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified

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

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

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

**NATIONAL ORIGIN**

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

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

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

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

| | | | | |
|---|---|---|---|---|
| *Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership* | 11 | OCAHO | 1254 | (2015) |
| *Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.* | 11 | OCAHO | 1261 | (2015) |
| *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) |

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* | 4 | OCAHO | 691 | (1994) |
| *Drahomira Adame v. Dunkin Donuts* | 5 | OCAHO | 722 | (1995) |
| *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) |
| *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) |
| *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) |
| *Robert S. Mathews v. Goodyear Tire & Rubber Company* | 7 | OCAHO | 929 | (1997) |
| *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) |

**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)
*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. Mid-Island Jericho Motel, Inc. d/b/a Ramada Inn* 3 OCAHO 468 (1992)

Separate Proceeding to Assess Civil Penalties

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

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)
*United States v. Big Bear Market* 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. Maka's Akamai Service* 1 OCAHO 36 (1988)
*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)
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)
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 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 of Subpoena

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

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)
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)
Summary Decision

*Krzysztof Zarazinski v. Anglo Fabrics, Company* 4 OCAHO 638 (1994)
Duty to Pro Se Party
*Carlos Aciar v. Rosen's Delicatessen* 9 OCAHO 1086 (2002)
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)

**OFFICE OF SPECIAL COUNSEL**

Charge

*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)

*Glauco Luiz Ortolano v. Wordperfect Company* 4 OCAHO 716 (1994)

*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)

Citizenship Status

*Frank Farzin Nickman v. Mesa Air Group* 9 OCAHO 1113 (2004)

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)

Complaint

*Jose R. Lima v. New York City Department of Education* 10 OCAHO 1128 (2009)

*United States v. Patrol & Guard Enterprises, Inc.* 8 OCAHO 1052 (2000)

*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)

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)
Filing of EEOC Charge Does Not Toll Limitations Period for Filing of OSC Charge

*Oswalde Woode v. Central Regional Hospital NCDHHS Agency* 11 OCAHO 1235 (2014)
Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge

*Oswalde Woode v. Central Regional Hospital NCDHHS Agency* 11 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)
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)

*United States v. Patrol & Guard Enterprises, Inc.* 8 OCAHO 1052 (2000)

Investigatory Period

*In re Investigation of Conoco, Inc., Subpoena* 8 OCAHO 1048 (2000)

*Jose R. Lima v. New York City Department of Education* 10 OCAHO 1128 (2009)

*United States v. Patrol & Guard Enterprises, Inc.* 8 OCAHO 1052 (2000)

Jurisdiction

*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. 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)

Complaint(s)

*United States v. IBP, Inc.* 7 OCAHO 900 (1997)

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)

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

*United States v. IBP, Inc.* 7 OCAHO 900 (1997)

*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)

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

Memorandum of Understanding (MOU)

*Bunn v. USX/US Steel* 7 OCAHO 985 (1998)

*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)

Notification

*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)

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

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)

Pattern or Practice

*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)

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)

Settlement

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)

Statute of Limitations

*Jose R. Lima v. New York City Department of Education* 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)
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)
*In re Investigation of Norfolk Public Schools, Subpoena* 4 OCAHO 621 (1994)
*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 5 OCAHO 748 (1995)
Withdrawal
*United States v. Auburn University* 4 OCAHO 662 (1994)
**OFFICE OF SPECIAL COUNSEL INVESTIGATIONS**
Investigations on OSC's Own Initiative May Occur Where There Is No Underlying Charge
*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)
OCAHO Lacks Authority to Regulate OSC's Prosecutorial Discretion
*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)
OSC May Investigate On Its Own Initiative Where It Receives DHS Referral
*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)
Plain reading of OCAHO Rules Does Not Divest OSC of Authority to File Complaint Based on Referral
*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)

**ORDER(S)**

Amended

| | | | | |
|---|---|---|---|---|
| *United States v. Felipe, Inc.* | 1 OCAHO | 99 | | (1989) |
| *United States v. Felipe, Inc.* | 1 OCAHO | 101 | | (1989) |
| *United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant* | 1 OCAHO | 46 | | (1989) |
| *United States v. Marcel Watch Corporation* | 1 OCAHO | 169 | | (1990) |

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

| | | | | |
|---|---|---|---|---|
| *United States v. Buffalo Transportation, Inc.* | 11 OCAHO | 1263 | a | (2015) |

Certification(s)

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

Clarification

| | | | | |
|---|---|---|---|---|
| *Marcos Valencio v. VASP Brazilian Airlines* | 5 OCAHO | 740 | | (1995) |
| *United States v. Monfort, Inc.* | 4 OCAHO | 597 | | (1994) |
| *United States v. Patrol & Guard Enterprises, Inc.* | 8 OCAHO | 1052 | | (2000) |

Compel Discovery

| | | | | |
|---|---|---|---|---|
| *Dinko Sefic v. Marconi Wireless* | 9 OCAHO | 1125 | | (2007) |
| *Iron Workers Local 455 v. Lake Construction & Development Corporation* | 7 OCAHO | 964 | | (1997) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1087 | | (2002) |
| *United States v. Diamond Construction, Inc.* | 3 OCAHO | 451 | | (1992) |
| *United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant* | 3 OCAHO | 544 | | (1993) |
| *United States v. Marvlee, Inc.* | 5 OCAHO | 728 | | (1995) |
| *United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge* | 3 OCAHO | 560 | | (1993) |
| *United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* | 9 OCAHO | 1082 | | (2002) |

Consent

*United States v. IBP, Inc.* 5 OCAHO 766 (1995)

*United States v. Westin Galleria & Westin Oaks Hotel* 4 OCAHO 701 (1994)

Denial of Review

*Jaime Banuelos v. Transportation Leasing Company* 1 OCAHO 259 (1990)

Discovery

*Leonid Naginsky v. Department of Defense* 5 OCAHO 802 (1995)

*Martin A. Holguin v. Dona Ana Fashions* 3 OCAHO 582 (1993)

*Olatunji Moshood Fakunmoju v. Claims Administration Corporation* 4 OCAHO 613 (1994)

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1082 (2002)

Dismissal

*Elodia Guzman v. Yakima Fruit & Cold Storage* 9 OCAHO 1066 (2001)

*Roman Udala v. New York State Department of Education* 4 OCAHO 633 (1994)

*United States v. Torres Mexican Food, Inc.* 4 OCAHO 596 (1994)

Pro Se

*Elizabeth A. Kalil v. Utica City School District* 9 OCAHO 1101 (2003)

Errata/Erratum

*Ahmad S. Elhajomar v. City and County of Honolulu* 1 OCAHO 248 (1990)

*Cristina Escalante v. California Commerce Bank* 1 OCAHO 65 (1989)

*Jesse Charles Jones v. DeWitt Nursing Home* 1 OCAHO 140 (1990)

*Martha Navarro Mata v. Bear Creek Production Company* 1 OCAHO 241 (1990)

*Rafael Prieto v. News World Communications, Inc.* 1 OCAHO 177 (1989)

*Rafael Prieto v. News World Communications, Inc.* 1 OCAHO 178 (1990)

*Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation* 1 OCAHO 118 (1989)

*Syed Fayyaz v. The Sheraton Corporation* 1 OCAHO 153 (1990)

Extension of Time

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1093 (2003)

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

Final Order

*Daniel Joseph Bendig v. Conoco, Inc.* 9 OCAHO 1077 (2001)

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

*United States v. Casa Orozco, Inc.* 1 OCAHO 92 (1989)

*United States v. Danny Mathis d/b/a Mathis Maspory* 5 OCAHO 752 (1995)

*United States v. Giannini Landscaping, Inc.* 3 OCAHO 573 (1993)

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

Generally

*Florinda Kattan v. Union League Club of Chicago* 4 OCAHO 599 (1994)

Interlocutory Appeal

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

*United States v. Power Operating Company* 3 OCAHO 561 (1993)

Jury Trial

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 623 (1994)

Non-Compliance

*United States v. Mushtaq Ahmed Chaudhry* 4 OCAHO 666 (1994)

Order(s)

*Elizabeth A. Kalil v. Utica City School District* 9 OCAHO 1101 (2003)

Prehearing


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


Protective Order(s)


*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)

*United States v. Agripac, Inc.* 8 OCAHO 1012 (1998)

*United States v. Alberta Sosa, Inc.* 5 OCAHO 731 (1995)

*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)


Reconsideration


*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. Workrite Uniform Company, Inc.* 5 OCAHO 755 (1995)


Final Order

*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1098 (2003)

Restraining

*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 196 (1990)

*Anthony F. Lundy v. OOCL, Inc.* 1 OCAHO 215 (1990)

Sanctions

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1091 (2003)

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

Setting Aside Order

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

Show Cause

*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)

*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)

*Stephen A. Lewis v. Ogden Services* 2 OCAHO 375 (1991)

*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 655 (1994)

*United States v. Armando Alvarez-Suarez* 4 OCAHO 699 (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. Diamond Construction, Inc.* | 3 OCAHO | 451 | (1992) |
| *United States v. Elena Finishing, Inc.* | 1 OCAHO | 132 | (1990) |
| *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. 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. Nu Look Cleaners of Pembroke Pines, Inc.* | 1 OCAHO | 292 | (1991) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 OCAHO | 318 | (1991) |
| *United States v. Redi-Cut Foods, Inc.* | 4 OCAHO | 659 | (1994) |
| *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. 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 | 677 | (1994) |
| *United States v. Ziagul Zekreya* | 4 OCAHO | 683 | (1994) |
| Sanction(s) | | | |
| *Jose Proto Alcaraz v. General Motors Corporation* | 7 OCAHO | 962 | (1997) |
| Summary Decision | | | |
| *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) |
| *Guy Santiglia v. Sun Microsystems, Inc.* | 9 OCAHO | 1110 | (2004) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1093 | (2003) |

*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. Yin Tien Chen, Individually and Winning Orchards, LLC* 9 OCAHO 1092 (2003)
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

*Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* 4 OCAHO 689 (1994)
*Josh Kupferberg v. University of Oklahoma Health Sciences Center* 4 OCAHO 689 (1994)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 755 (1995)
**PAPERWORK REQUIREMENT(S)/VIOLATION(S)**
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)
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)
All Substantive Violations Are Potentially Serious

*United States v. Buffalo Transportation, Inc.* 11 OCAHO 1263 (2015)
Cease and Desist

*United States v. Torres Mexican Food, Inc.* 4 OCAHO 596 (1994)

| | | | | |
|---|---|---|---|---|
| *United States v. Alberta Sosa, Inc.* | 6 | OCAHO | 831 | (1996) |
| *United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* | 5 | OCAHO | 794 | (1995) |
| *United States v. 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* | 5 | OCAHO | 817 | (1995) |
| *United States v. Giamblis Enterprises* | 6 | OCAHO | 834 | (1996) |
| *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. 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) |
| *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. 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) |
| Factor(s) | | | | |
| *United States v. Irma Hernandez* | 8 | OCAHO | 1043 | (2000) |
| *United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park* | 7 | OCAHO | 958 | (1997) |

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

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

Affirmative Defense(s)

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

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

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

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

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

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

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

Copying Verification Documents

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

*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. Corporate Loss Prevention Associates, Ltd.* 6 OCAHO 908 (1997)

*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)

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

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

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

*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)

Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire

| | | | | |
|---|---|---|---|---|
| *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) |
| Employer Responsibility | | | | |
| *United States v. Cafe Camino Real, Inc.* | 2 | OCAHO | 307 | (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. Giannini Landscaping, Inc.* | 3 | OCAHO | 573 | (1993) |
| *United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant* | 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. Rosario Strano d/b/a Strano Farms* | 3 | OCAHO | 492 | (1993) |
| *United States v. Wood 'N Stuff* | 3 | OCAHO | 574 | (1993) |
| Form I-9 | | | | |
| *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. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana* | 5 | OCAHO | 794 | (1995) |
| *United States v. China Wok Restaurant, Inc., a Nebraska Corporation* | 4 | OCAHO | 608 | (1994) |
| *United States v. Corporate Loss Prevention Associates, Ltd.* | 6 | OCAHO | 908 | (1997) |
| *United States v. David Jenkins* | 5 | OCAHO | 743 | (1995) |
| *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. 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. R&M Fashion, Inc.* 6 OCAHO 826 (1995)

*United States v. Tri-Component Product Corporation* 5 OCAHO 821 (1995)

*United States v. Vogue Pleating, Stitching & Embroidery Corporation* 5 OCAHO 782 (1995)

Generally

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

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. 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)

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

*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)

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

*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)

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)

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)

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 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)

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

*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. 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)

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)

Failure to Ensure Employee Signs Section 1 Is A Serious Violation

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

Failure to Ensure Employee Signs 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 Prepare

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

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

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

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

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

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

*United States v. Golf International d/b/a Desert Canyon Golf* 11 OCAHO 1222 (2014)

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

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

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

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

Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

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

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

Failure to Prepare I-9 Among Most Serious Paperwork Violations

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

*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. Speedy Gonzalez Construction, Inc.* 11 OCAHO 1243 (2015)

Failure to Present Form I-9s within Three Days of Government's Request

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

*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 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 Present I-9

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

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

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

*United States v. Golf International d/b/a Desert Canyon Golf* 11 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

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

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

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

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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)

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

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

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)

Generally

*United States v. Aegis Fashion, Inc.* 1 OCAHO 239 (1990)
*United States v. Anders Kampe d/b/a Kampe Motors, Ltd.* 3 OCAHO 462 (1992)
*United States v. Applied Computer Technology* 2 OCAHO 367 (1991)
*United States v. Bayley's Quality Seafoods, Inc.* 1 OCAHO 238 (1990)
*United States v. Big Bear Market* 1 OCAHO 48 (1989)
*United States v. Broadway Tire, Inc.* 2 OCAHO 310 (1991)
*United States v. Buckingham Limited Partnership d/b/a Mr. Wash* 1 OCAHO 151 (1990)
*United States v. Burns and Intra-Continental Enterprises* 4 OCAHO 679 (1994)
*United States v. Business Teleconsultants, Ltd.* 3 OCAHO 536 (1993)
*United States v. Business Teleconsultants, Ltd.* 3 OCAHO 565 (1993)
*United States v. Cafe Camino Real, Inc.* 2 OCAHO 307 (1991)
*United States v. Charo's Corporation d/b/a Charo's Restaurant* 2 OCAHO 369 (1991)
*United States v. Charo's Corporation d/b/a Charo's Restaurant* 3 OCAHO 467 (1992)
*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. Corporate Loss Prevention Associates, Ltd.* 6 OCAHO 908 (1997)
*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.* 1 OCAHO 242 (1990)
*United States v. Dubois Farms, Inc.* 2 OCAHO 376 (1991)
*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)
*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) |
| *United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels* | 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) |
| *United States v. James Q. Carlson d/b/a Jimmy On The Spot* | 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. New El Rey Sausage Company* | 1 | OCAHO | 785 | (1989) |
| *United States v. Noel Plastering & Stucco, Inc.* | 3 | OCAHO | 427 | (1992) |
| *United States v. Oscar Chacon, Sr.* | 3 | OCAHO | 578 | (1993) |
| *United States v. Park Sunset Hotel* | 3 | OCAHO | 525 | (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 | 337 | (1991) |
| *United States v. PPJV, Inc. d/b/a Publishers Press* | 2 | OCAHO | 354 | (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 | 533 | (1993) |
| *United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations* | 3 | OCAHO | 563 | (1993) |
| *United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant* | 3 | OCAHO | 412 | (1993) |
| *United States v. Tuttle's Design Build, Inc.* | 2 | OCAHO | 370 | (1991) |
| *United States v. Tuttle's Design Build, Inc.* | 3 | OCAHO | 422 | (1992) |
| *United States v. USA Café* | 1 | OCAHO | 42 | (1989) |
| *United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets* | 3 | OCAHO | 399 | (1992) |
| *United States v. William and Maria Sievert* | 1 | OCAHO | 294 | (1991) |
| *United States v. Wood 'N Stuff* | 3 | OCAHO | 574 | (1993) |

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 1062 (2000)
*United States v. WSC Plumbing, Inc.* 9 OCAHO 1071 (2001)
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. Buffalo Transportation, Inc.* 11 OCAHO 1263 (2015)
*United States v. Dr. Robert Schaus, D.D.S.* 11 OCAHO 1239 (2014)
*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)
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. 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)
Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions

*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. Corporate Loss Prevention Associates, Ltd.* 6 OCAHO 908 (1997)

*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. 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)

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)

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)

*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)

*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)

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)

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

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

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)

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

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

Section 2 - Expired Documents

*United States v. Silverado Stages, Inc.* 10 OCAHO 1182 (2013)
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. Liberty Packaging, Inc.* 11 OCAHO 1245 (2015)
Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

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

*United States v. Naim Ojeil & Samoeil Ishk* 7 OCAHO 984 (1998)
Systematically Executing False Attestations in Section 2 Is Very Serious Violation

*United States v. Employer Solutions Staffing Group II, LLC* 11 OCAHO 1242 (2015)
The Longer the Delay In Preparing a Form I-9, The More Serious the Violation

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

*United States v. Naim Ojeil & Samoeil Ishk* 7 OCAHO 984 (1998)
Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection

*Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer* 10 OCAHO 1201 (2013)
Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)

**PARTIES**

Class Action

*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)
Complaint

*United States v. Auburn University* 4 OCAHO 646 (1994)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)
Corporation(s)

*Mr. Doron Tal v. M. L. Energia, Inc.* 4 OCAHO 639 (1994)
*Programmer's Guild, Inc. v. Value Consulting, Inc.* 10 OCAHO 1135 (2010)
*United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation* 3 OCAHO 407 (1992)
Generally

*Alan Rusk v. Northrop Corporation and Department of Defense* 4 OCAHO 607 (1994)
*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 668 (1994)
*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)
*United States v. McDonnell Douglas Corporation* 3 OCAHO 507 (1993)
Hearing(s)

*Hernandez v. Farley Candy Company* 5 OCAHO 781 (1995)
Individual Capacity

*Howard Eugene McNier v. San Francisco State University College of Business* 8 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)

Permissive Joinder

*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 686 (1994)

*United States v. Ronning Landscaping, Inc.* 10 OCAHO 1149 (2012)

*United States v. WSC Plumbing, Inc.* 8 OCAHO 1045 (2000)

Prevailing

*Michael Williamson v. Autorama, Inc.* 1 OCAHO 174 (1990)

*United States v. Auburn University* 4 OCAHO 688 (1994)

Settlement

*Azia Aityahia v. Sabena Airline Training Center, Inc.* 9 OCAHO 1122 (2006)

*United States v. California Mantel, Inc.* 10 OCAHO 1168 (2013)

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)

Stipulation

*Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.* 1 OCAHO 160 (1990)

*United States v. McDonnell Douglas Corporation* 2 OCAHO 380 (1991)

Subpoena

*In re Investigation of Valley Crest Tree Company, Subpoena* 3 OCAHO 579 (1993)

Successorship Liability

*Joan A. Lardy v. United Airlines, Inc.* 4 OCAHO 595 (1994)

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. 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. Niche, Inc.* 11 OCAHO 1250 (2015)

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

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

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

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

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 1231 (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 1256 (2015)

ALJ Not Bound by ICE's Method of Calculating Penalties

*United States v. Durable, Inc.* 11 OCAHO 1231 (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 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)
Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay

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

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)
*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty

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

*United States v. Alberto Noriega-Perez* 6 OCAHO 859 (1996)
Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations

*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. 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 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 Prepare Form I-9 Among Most Serious Paperwork Violations

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

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 1232 (2014)

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

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

*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) |
| *United States v. SKZ Harvesting, Inc.* | 11 | OCAHO | 1266 | (2016) |

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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

*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. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

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

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


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 | 1232 | (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)
*United States v. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

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

*United States v. 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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)
*United States v. Keegan Varitey, LLC* 11 OCAHO 1238 (2014)
*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)

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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)
*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)
*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)

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. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)
*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. SKZ Harvesting, Inc.* 11 OCAHO 1266 (2016)

*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)

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)

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

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

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

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

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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

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

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

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

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

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

Statute Does Not Rule Out Consideration of Unenumerated Factors

*Margarita Garcia Ocana v. El Dorado Stone, LLC* 11 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)

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)

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (2015)

There Is No Sole Permissible Method for Calculating Penalties

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

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

*United States v. Durable, Inc.* 11 OCAHO 1231 (2014)

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

*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 528 (1993)

*Esther Din Brooks v. KNK Textile* 3 OCAHO 545 (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)

Temporary Resident

*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)

Unauthorized

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

Asylees

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

Citizen(s)

*Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.* 9 OCAHO 1081 (2002)

Generally

| | | | |
|---|---|---|---|
| *Daniel Bendig v. Conoco, Inc.* | 9 OCAHO | 1065 | (2001) |
| Intending | | | |
| *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) |
| *Marian Ryba v. Temple Steel Company* | 1 OCAHO | 289 | (1991) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 OCAHO | 25 | (1988) |
| *Sargon Bethishou v. Ohmite Manufacturing Company* | 1 OCAHO | 77 | (1989) |
| *United States v. Harris Ranch Beef Company* | 2 OCAHO | 335 | (1991) |
| *United States v. Mesa Airlines* | 1 OCAHO | 74 | (1989) |
| *United States v. Southwest Marine Corporation, a California Corporation* | 2 OCAHO | 400 | (1989) |
| Puerto Rican | | | |
| *United States v. Marcel Watch Corporation* | 1 OCAHO | 143 | (1990) |
| U.S. Born Citizen | | | |
| *Jesse Charles Jones v. DeWitt Nursing Home* | 1 OCAHO | 189 | (1990) |
| 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) |
| *Cecilia Araceli Basua v. Walmart #1554* | 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) |

H-1B Visa Holders

| | | | |
|---|---|---|---|
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1093 | (2003) |

Individual is Not Protected if, w/in 6 Mths of Eligibility, he/she fails to apply for naturalization

| | | | |
|---|---|---|---|
| *Norberto Sagal Torres v. Pacific Continental Textiles, Inc.* | 10 OCAHO | 1203 | (2013) |

Naturalization Applicant, Declaration not Completed

| | | | |
|---|---|---|---|
| *United States v. Mesa Airlines* | 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) |

Permanent Resident

*Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante* 7 OCAHO 970 (1997)

*Marcos Valencio v. VASP Brazilian Airlines* 5 OCAHO 740 (1995)

*Miguel A. Gallegos v. Magna-View, Inc.* 4 OCAHO 619 (1994)

Retaliation

*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)

Temporary Protected Status (TPS)

*Elizabeth S. Mengarpuan v. Asbury Methodist Village* 4 OCAHO 612 (1994)

*Gloria Ondina-Mendez v. Sugar Creek Packing Company* 9 OCAHO 1085 (2002)

U.S. Born Citizen

*Joan A. Lardy v. United Airlines, Inc.* 4 OCAHO 595 (1994)

*Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.* 9 OCAHO 1081 (2002)

*Stephen A. Lewis v. Ogden Services* 2 OCAHO 375 (1991)

*United States v. McDonnell Douglas Corporation* 2 OCAHO 351 (1991)

**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**

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)

*Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.* 3 OCAHO 438 (1992)

*United States v. Creation & Innovation* 3 OCAHO 527 (1993)

*United States v. Harris Ranch Beef Company* 2 OCAHO 338 (1991)

*United States v. McDonnell Douglas Corporation* 2 OCAHO 351 (1991)

*United States v. Northwest Airlines, Inc.* 3 OCAHO 408 (1992)

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

Answer

*Jorge Pugliese v. Auto-Grafica Corporation* 5 OCAHO 820 (1995)

Affirmative Defense(s)

*United States v. Gregorio Alabada Makilan* 4 OCAHO 610 (1994)

*United States v. Martina Limon-Perez* 5 OCAHO 796 (1995)

Clarification

*Ramiro A. Villalobos v. Roumiguiere Vineyards* 4 OCAHO 630 (1994)

Untimely Filing(s)

*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)

*Mr. Doron Tal v. M. L. Energia, Inc.* 3 OCAHO 519 (1993)

*United States v. Hardeep Singh* 3 OCAHO 520 (1993)

*United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation* 3 OCAHO 473 (1992)

Complaint

*Elodia Guzman v. Yakima Fruit & Cold Storage* 9 OCAHO 1066 (2001)

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

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

*United States v. Marcos Iniguez-Casillas* 6 OCAHO 870 (1996)

*Werline v. Public Service Electric & Gas Company* 7 OCAHO 935 (1997)

Dismissal

*Jaycee George v. Bridgeport Jai-Alai, Inc.* 3 OCAHO 537 (1993)

*Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.* 3 OCAHO 438 (1992)

Generally

*Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.* 3 OCAHO 496 (1993)

*Emil Anis Halim v. Accu-Labs Research, Inc.* 3 OCAHO 474 (1992)

*Esther Din Brooks v. Watts Window World* 3 OCAHO 501 (1993)

*Grzegirz Pioterek v. Anderson Cleaning Systems, Inc.* 3 OCAHO 539 (1993)

*John C. Grodzki v. OOCL, Inc.* 1 OCAHO 295 (1991)

*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)

*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 867 (1996)

*United States v. Oscar Eduardo Villatoro-Guzman* 3 OCAHO 540 (1993)

Issuance

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

Standing to File

*Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia* 1 OCAHO 203 (1990)

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

Time Computation(s)

*Crecencio Cabrera Mendez v. Jim Daniels* 2 OCAHO 374 (1991)

| | | | |
|---|---|---|---|
| *Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.* | 3 OCAHO | 548 | (1993) |
| *Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis* | 2 OCAHO | 324 | (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) |
| *Stephen A. Lewis v. McDonald's Corporation* | 2 OCAHO | 383 | (1991) |
| *United States v. Mesa Airlines* | 1 OCAHO | 74 | (1989) |

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. Super 8 Motel & Villella Italian Restaurant* | 10 OCAHO | 1191 | (2013) |

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. Alexander's Inc. d/b/a Homestead Tomato Packing Company* | 3 OCAHO | 504 | (1993) |
| *United States v. American Terrazzo Corporation d/b/a John Delallo Foods* | 6 OCAHO | 877 | (1996) |
| *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. Rosario Strano d/b/a Strano Farms* 3 OCAHO 504 (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)
Inadequate

*United States v. China Wok Restaurant, Inc., a Nebraska Corporation* 4 OCAHO 608 (1994)
Issuance
Time Computation(s)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)
Translation(s)
*Galdino Casillas Garcia v. McCarron Electric Company* 5 OCAHO 747 (1995)
Judgment

*United States v. Chums Corporation* 6 OCAHO 842 (1996)
*United States v. Feliciano Leon-Gutierrez* 6 OCAHO 875 (1996)
*United States v. Gloria Fashions, Inc.* 6 OCAHO 839 (1996)
*United States v. Harran Transportation Company, Inc.* 6 OCAHO 857 (1996)
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)
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)

Representation

*Jose E. Birisno Briceno-Briceno v. Farmco Farms* 4 OCAHO 629 (1994)

Service

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 645 (1994)

*Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School* 8 OCAHO 1018 (1998)

*James R. Cook v. Pro Source, Inc.* 7 OCAHO 960 (1997)

*Sanford J. Strauss v. Rite Aid Corporation* 4 OCAHO 721 (1994)

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)

*Roman Udala v. New York State Department of Education* 4 OCAHO 633 (1994)

*United States v. IBP, Inc.* 8 OCAHO 1021 (1999)

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 418 (1992)

*Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.* 3 OCAHO 438 (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 County Special Health Care District* 9 OCAHO 1127 (2007)
*Linda S. Walker v. United Airlines, Inc.* 4 OCAHO 664 (1994)
*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)
*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)
Translations

*Jack Huang v. Queens Motel* 2 OCAHO 343 (1991)
**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 396 (1991)
*United States v. Noel Plastering & Stucco, Inc.* 2 OCAHO 377 (1991)
**PREHEARING CONFERENCE**
Generally

*United States v. Mushtaq Admed Chaudhry* 3 OCAHO 576 (1993)
**PREVAILING PARTY**
Generally

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 5 OCAHO 785 (1995)
*Eusebio Huesca v. Rojas Bakery* 4 OCAHO 654 (1994)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 755 (1995)
Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees

*John A. Breda v. Kindred Braintree Hospital, LLC* 11 OCAHO 1225 (2014)

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)

**PRIVILEGE CLAIM**

Asserting Party Bears Burden of Establishing Privilege

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

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 1084 (2002)

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)

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 | 1084 | (2002) |
| *Jenlih John Hsieh v. PMC - Sierra, Inc.* | 9 OCAHO | 1087 | (2002) |
| *United States v. Maria Elizondo Garza d/b/a Garza Farm Labor* | 4 OCAHO | 644 | (1994) |
| **PRO SE** | | | |
| *Kevin Raffay v. Western Digital* | 10 OCAHO | 1159 | (2012) |
| Abandonment | | | |
| *Adolfo Cruz Deguzman v. First America Bank Corporation* | 3 OCAHO | 585 | (1993) |
| *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) |
| *Tito Ponce Chavez v. National By-Products* | 4 OCAHO | 620 | (1994) |
| *United States v. Mushtaq Admed Chaudhry* | 3 OCAHO | 576 | (1993) |
| 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)
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)
Default Judgment

*United States v. Alliance Construction, Inc.* 7 OCAHO 983 (1998)
Ex Parte Communication(s)

*Frederick John Harris v. State of Hawaii, Department of Education* 6 OCAHO 922 (1997)
Generally

*Eusebio Huesca v. Rojas Bakery* 4 OCAHO 654 (1994)
*Florinda Kattan v. Union League Club of Chicago* 3 OCAHO 586 (1993)
*Guy Santiglia v. Sun Microsystems, Inc.* 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

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)
Service

*Martin A. Holguin v. Dona Ana Fashions* 4 OCAHO 605 (1994)
Summary Decision
Duty to Provide Notice
*Carlos Aciar v. Rosen's Delicatessen* 9 OCAHO 1086 (2002)
**PROTECTIVE ORDER**
ALJ May Issue Upon Showing of Good Cause

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

Certification(s)

*United States v. Guardsmark* 4 OCAHO 614 (1994)

Discovery

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

Acceptable

*United States v. Select Temporaries, Inc. d/b/a Select Personnel Services* 9 OCAHO 1079 (2002)

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)

Limit on Temporal Scope of Discovery Allowed Where Request is Overly Broad/Unduly Burdensome

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

Party Seeking Protective Order Has Burden of Showing Good Cause

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

Showing of Good Cause Must Be Based on Particular and Specific Demonstration of Fact

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

Stipulation

*United States v. Agripac, Inc.* 8 OCAHO 1017 (1998)

**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)

**RECUSAL**

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

Generally

*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)

Cause of Action

*Chand Wije v. Barton Springs/Edwards Aquifier C.D.* 4 OCAHO 635 (1994)

Charge

*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering* 4 OCAHO 648 (1994)
Complaint

*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering* 4 OCAHO 648 (1994)
Definition of Independent Contractors

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

*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)
Hearing(s)

*Benjamin A. K. Yohan v. Central State Hospital* 4 OCAHO 593 (1994)

Interim Rule(s)

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

Office of the Chief Administrative Hearing Officer

*Michael Williamson v. Autorama, Inc.* 1 OCAHO 174 (1990)

Settlement

*United States v. California Mantel, Inc.* 10 OCAHO 1168 (2013)

*United States v. Torres Mexican Food, Inc.* 4 OCAHO 596 (1994)

Statute of Limitations

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

Timeliness

*Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm* 9 OCAHO 1115 (2005)

*United States v. Performance Printing Corporation* 5 OCAHO 779 (1995)

**REHIRE**

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

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

Generally

*United States v. Ketchikan Drywall Services, Inc.* 10 OCAHO 1139 (2011)

**REMANDS**

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

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)

Case Remanded to ALJ Where Penalty Based on Erroneous Inference

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

Generally

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

*United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant* 2 OCAHO 389 (1991)

**REMEDIES**

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

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

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

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

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

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

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

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

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

**REPRESENTATION**

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

*United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction* 11 OCAHO 1246 (2015)

Class Action

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1097 (2003)
*Jose E. Birisno Briceno-Briceno v. Farmco Farms* 4 OCAHO 629 (1994)
*Terrence McCaffrey v. LSI Logic Corporation* 6 OCAHO 867 (1996)
Generally

*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)
Gov't Must Treat Pro Se Party Lacking Legal Knowledge With Scrupulous Fairness

*United States v. Crescent City Meat Company, Inc.* 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)
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)

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)

Pro Se

*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)

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)

*United States v. Esther Flores-Martinez* 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)

**REQUEST FOR HEARING**

Appearance

*United States v. Green Plaza, Inc.* 4 OCAHO 618 (1994)

Generally

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

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 RELIEF**

Form of

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1089 (2003)

**RES JUDICATA**

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

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)

Generally

*Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center* 8 OCAHO 1047 (2000)

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

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

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

*Victor Guerrero v. California Department of Corrections and Rehabilitation* 11 OCAHO 1264 (2015)

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)

**RETALIATION**

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

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

Based on Filing a Charge With OSC

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

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

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

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)

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)

Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

Evidence of Pretext Must Be Specific and Substantial

| | | | | |
|---|---|---|---|---|
| *Rael A. Odongo v. Crossmark, Inc.* | 11 | OCAHO | 1236 | (2014) |

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)

| | | | | |
|---|---|---|---|---|
| *Nicasio Angulo v. Securitas Security Services USA, Inc.* | 11 | OCAHO | 1259 | (2015) |

Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b

| | | | | |
|---|---|---|---|---|
| *Rael A. Odongo v. Crossmark, Inc.* | 11 | OCAHO | 1236 | (2014) |
| *Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee* | 10 | OCAHO | 1212 | (2014) |

Generally

| | | | | |
|---|---|---|---|---|
| *Chand Wije v. Barton Springs/Edwards Aquifier C.D.* | 4 | 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 | 1127 | (2007) |
| *Gurpreet Sodhi v. Maricopa Medical Center* | 10 | OCAHO | 1124 | (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 | 663 | (1994) |
| *Jose N. Hernandez v. City of Santa Ana* | 4 | OCAHO | 674 | (1994) |
| *Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* | 4 | OCAHO | 709 | (1994) |
| *Josh Kupferberg v. University of Oklahoma Health Sciences Center* | 4 | OCAHO | 709 | (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) |

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* | 4 | OCAHO | 691 | (1994) |
| *Drahomira Adame v. Dunkin Donuts* | 5 | OCAHO | 722 | (1995) |
| *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) |
| *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) |

Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity

| | | | | |
|---|---|---|---|---|
| *Rael A. Odongo v. Crossmark, Inc.* | 11 | OCAHO | 1236 | (2014) |

Prima Facie Case

| | | | | |
|---|---|---|---|---|
| *Dinko Sefic v. Marconi Wireless* | 9 | OCAHO | 1123 | (2007) |
| *Frederick John Harris v. State of Hawaii, Department of Education* | 6 | OCAHO | 922 | (1997) |
| *Gurpreet Sodhi v. Maricopa Medical Center* | 10 | OCAHO | 1124 | (2008) |
| *Jorge Mario Ipina v. Michigan Jobs Commission* | 8 | OCAHO | 1036 | (1999) |
| *Martin John Shortt v. Dick Clark's American Bandstand Grill* | 10 | OCAHO | 1130 | (2009) |

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

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

Prima Facie Case May Be Established by Direct or Circumstantial Evidence

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

Protected Activity

*Jose Pablo Martinez v. Superior Linen* 10 OCAHO 1180 (2013)

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

Complaining About Illegal Hiring Under § 1324a Does Not Constitute Protected Activity Under § 1324b(a)(5)

*Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape* 10 OCAHO 1187 (2013)

Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b

*Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee* 10 OCAHO 1212 (2014)

Retaliation May Consist of Actions Not Directly Related to an Individual's Employment

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

Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

To Qualify as Protected Activity, Conduct Must Implicate Some Right Secured Under 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)

To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

**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)

Generally

*Zelleka Getahun v. DuPont Merck Pharmaceutical Company* 8 OCAHO 1029 (1999)

**REVIEW**

Generally

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

*United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels* 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)

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

*United States v. Landscapes By Susanna* 3 OCAHO 556 (1993)

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

*United States v. Park Sunset Hotel* 3 OCAHO 525 (1993)

*United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management* 3 OCAHO 559 (1993)

*United States v. Satarain, Individually* 3 OCAHO 557 (1993)

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

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

Review Limited to Issues Contained in the Request for Review

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

**SANCTIONS**

Abandonment

*United States v. Mushtaq Ahmed Chaudhry* 4 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)

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)

Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order

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

Civil Money Penalty

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

*United States v. The Beverly Center* 5 OCAHO 762 (1995)

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

*Rael A. Odongo v. Crossmark, Inc.* 11 OCAHO 1236 (2014)

Discovery Violation(s)

*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. Westin Galleria & Westin Oaks Hotel* 4 OCAHO 701 (1994)

Ex Parte Communication(s)

*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 798 (1995)

*United States v. Alberto Noriega-Perez* 5 OCAHO 811 (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. 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 202 (1990)

*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 1 OCAHO 274 (1990)

| | | | |
|---|---|---|---|
| *United States v. Park Sunset Hotel* | 3 OCAHO | 525 | (1993) |
| *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.* | 2 OCAHO | 390 | (1991) |
| *United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.* | 3 OCAHO | 409 | (1992) |
| *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) |

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) |

**SEARCH AND SEIZURE**

Affirmative Defense(s)

| | | | |
|---|---|---|---|
| *United States v. David Jenkins* | 4 OCAHO | 649 | (1994) |
| *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) |

Consent

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

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**

Generally

*United States v. Martin Palominos-Talavera* 6 OCAHO 896 (1996)

**SERVICE OF PROCESS**

Abandonment

*United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.* 4 OCAHO 656 (1994)

All Documents Filed Must Be Accompanied By a Certificate of Service

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

Certificate of Service

*United States v. Silverado Stages, Inc.* 10 OCAHO 1185 (2013)

Dismissal

*United States v. Mayfly Fashion, Inc.* 6 OCAHO 894 (1996)

Ex Parte Communication(s)

*Chand Wije v. Barton Springs/Edwards 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)

Generally

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

*Haddon Speakman v. The Rehabilitation Hospital of South Texas* 3 OCAHO 469 (1992)

*Jaime Banuelos v. Transportation Leasing Company* 1 OCAHO 136 (1990)

*Jaime Banuelos v. Transportation Leasing Company* 1 OCAHO 214 (1990)

*Martin A. Holguin v. Dona Ana Fashions* 4 OCAHO 605 (1994)

| | | | | |
|---|---|---|---|---|
| *Sanford J. Strauss v. Rite Aid Corporation* | 4 | OCAHO | 721 | (1994) |
| *Sellaro v. Elektra Records* | 3 | OCAHO | 461 | (1992) |
| *Stephen A. Lewis v. Ogden Services* | 2 | OCAHO | 384 | (1991) |
| *United States v. Ambrocio Morales-Guzman* | 5 | OCAHO | 776 | (1995) |
| *United States v. Big Bear Market* | 1 | OCAHO | 48 | (1989) |
| *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) |
| *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) |

Manner of Service

| | | | | |
|---|---|---|---|---|
| *United States v. Silverado Stages, Inc.* | 10 | OCAHO | 1185 | (2013) |

Pleadings

| | | | | |
|---|---|---|---|---|
| *Chand Wije v. Barton Springs/Edwards Aquifier C.D.* | 4 | OCAHO | 645 | (1994) |
| *Sanford J. Strauss v. Rite Aid Corporation* | 4 | OCAHO | 721 | (1994) |

Pro Se

*Martin A. Holguin v. Dona Ana Fashions* 4 OCAHO 605 (1994)

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)

Withdrawal

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

*United States v. Nancy Mubarki* 5 OCAHO 816 (1995)

**SETTLEMENT AGREEMENTS**

Authority and Jurisdiction to Review

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

*United States v. Coastal Transportation, Inc.* 1 OCAHO 26 (1988)

*United States v. Coastal Transportation, Inc.* 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)

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 (2014)

Defense(s)

*United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company* 8 OCAHO 1011 (1998)

Dismissal

*Azia Aityahia v. Sabena Airline Training Center, Inc.* 9 OCAHO 1122 (2006)

*LeEdwards v. Kumagai International USA Corporation* 4 OCAHO 609 (1994)

*United States v. California Mantel, Inc.* 10 OCAHO 1168 (2013)

*United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes* 6 OCAHO 921 (1997)

*United States v. IBP, Inc.* 5 OCAHO 766 (1995)

*United States v. Redi-Cut Foods, Inc.* 4 OCAHO 659 (1994)

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

*United States v. Torres Mexican Food, Inc.* 4 OCAHO 596 (1994)

Effect on Withdrawal

*United States v. American Airlines* 8 OCAHO 1044 (2000)

Enforcement

*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)

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) |

Generally

| | | | | |
|---|---|---|---|---|
| *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. El Centenario, Inc. d/b/a Las Margaritas III* | 1 | OCAHO | 28 | (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) |
| *United States v. Lectro Tek Services, Inc.* | 1 | OCAHO | 172 | (1990) |
| *United States v. Lighthouse Restaurant* | 1 | OCAHO | 74 | (1988) |
| *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)
Jurisdiction

*Christopher Winkler v. Timlin Corporation* 6 OCAHO 912 (1997)
*Olimpia Tovar v. United States Postal Service* 4 OCAHO 650 (1994)
Jurisdiction and Authority to Review

*United States v. California Mantel, Inc.* 10 OCAHO 1168 (2013)
Office of Special Counsel

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)
Party/Parties

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)
Power of Administrative Law Judge

*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. Sizzler Restaurants International, Inc.* 2 OCAHO 325 (1991)
Sovereign

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)
**SHOW CAUSE**
Generally

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

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

Timeliness

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

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

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

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)

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

**SOVEREIGN IMMUNITY**

*In re Investigation of Miccosukee Resort* 9 OCAHO 1114 (2004)

*Yaming Shen v. Defense Language Institute* 9 OCAHO 1117 (2005)

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)

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

*Victor Guerrero v. California Department of Corrections and Rehabilitation* 11 OCAHO 1264 (2015)

Eleventh Amendment

*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)

*Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection* 7 OCAHO 925 (1997)

*Paul C. Iwuchukwu v. City of Grand Prairie* 6 OCAHO 869 (1996)

*Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos* 10 OCAHO 1126 (2008)

*United States v. New Mexico State Fair* 6 OCAHO 898 (1996)

*Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al* 8 OCAHO 1042 (2000)

Generally

*Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center* 4 OCAHO 709 (1994)

*Josh Kupferberg v. University of Oklahoma Health Sciences Center* 4 OCAHO 709 (1994)

*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)
Injunctive Relief

*McNier v. San Francisco State University College of Business* 7 OCAHO 998 (1998)
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)
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

*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)
Waiver

*McNier v. San Francisco State University College of Business* 7 OCAHO 998 (1998)
**STANDING**

*Akintunde Omoyosi v. Lebanon Correctional Institution* 9 OCAHO 1119 (2005)
*Raul A. Gonzalez v. Tri-Component Products, Inc.* 9 OCAHO 1118 (2005)

Alien(s)

*Esther Din Brooks v. KNK Textile* 3 OCAHO 545 (1993)
*Nripendra S. Dhillon v. Regents of the University of California* 3 OCAHO 497 (1993)
*United States v. Hyatt Regency Lake Tahoe* 6 OCAHO 861 (1996)

Temporary Protected Status

*Elizabeth S. Mengarpuan v. Asbury Methodist Village* 4 OCAHO 612 (1994)

Unauthorized

*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)
*United States v. Mesa Airlines* 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)

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)

*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)

*United States v. Mesa Airlines* 1 OCAHO 74 (1989)

*United States v. Southwest Marine Corporation, a California Corporation* 2 OCAHO 400 (1989)

Office of Special Counsel

*Jaycee George v. Bridgeport Jai-Alai, Inc.* 3 OCAHO 537 (1993)

*United States v. Mesa Airlines* 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)

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)

**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)

Statistics May Show Employer's Justification Is Pretextual

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

**STATUTE**

*United States v. H&H Saguaro Specialists* 10 OCAHO 1147 (2012)

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)

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

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 a (2015)
Generally

*Jaime Banuelos v. Transportation Leasing Company* 1 OCAHO 156 (1990)
*Nripendra S. Dhillon v. Regents of the University of California* 3 OCAHO 497 (1993)
*United States v. Monica Zapata-Cosio* 5 OCAHO 822 (1995)
*United States v. Performance Printing Corporation* 5 OCAHO 779 (1995)
*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 594 (1994)

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

Hearing(s)

*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 623 (1994)

Hire/Hiring

*Krzysztof Zarazinski v. Anglo Fabrics, Company* 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)

Legislative History

*United States v. Guardsmark* 3 OCAHO 572 (1993)

*United States v. Robison Fruit Ranch, Inc.* 4 OCAHO 594 (1994)

Overlap

*Joan A. Lardy v. United Airlines, Inc.* 4 OCAHO 595 (1994)

*Michael Williamson v. Autorama, Inc.* 1 OCAHO 174 (1990)

*Noemi Barragan-Mandujano Romo v. Todd Corporation* 1 OCAHO 25 (1988)

*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)
Recruitment Violation

*United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service* 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)
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)
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) |
| *United States v. Robison Fruit Ranch, Inc.* | 4 OCAHO | 594 | (1994) |
| Substantial Compliance | | | |
| *United States v. Northern Michigan Fruit Company* | 4 OCAHO | 667 | (1994) |
| **STATUTE OF LIMITATIONS** | | | |
| 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* | 4 OCAHO | 710 | (1994) |
| *Leonid Naginsky v. Department of Defense and EG&G Dynatrend* | 5 OCAHO | 726 | (1995) |
| *Leonid Naginsky v. Department of Defense and EG&G Dynatrend* | 6 OCAHO | 891 | (1996) |
| *Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation* | 4 OCAHO | 711 | (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) |
| *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) |
| *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 602 (1994)
*United States v. Auburn University* 4 OCAHO 617 (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 653 (1994)
*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 695 (1994)
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)
Employer Sanction Cases

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

*Roman Udala v. New York State Department of Education* 4 OCAHO 633 (1994)
Equitable Tolling

*Ephrain Manuel Berlanga v. Butterball Company* 4 OCAHO 669 (1994)
*Galdino Casillas Garcia v. McCarron Electric Company* 5 OCAHO 747 (1995)
*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)
*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)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)
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)

*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)

*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)

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)

*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. Hyatt Regency Lake Tahoe* 6 OCAHO 861 (1996)

*United States v. IBP, Inc.* 7 OCAHO 900 (1997)

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

Memorandum of Understanding (MOU)

*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)

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 PROCEEDINGS**

Generally

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

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

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

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

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

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

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

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

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

**SUBPOENAS**

Burden of Proof

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

Compliance

*In re Investigation of Conoco, Inc., Subpoena* 8 OCAHO 1048 (2000)

*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)

District Court Authority to Order Compliance and Find Party in Contempt

| | | | | |
|---|---|---|---|---|
| *In Re Investigation of: NHS Human Services* | 10 | OCAHO | 1198 | (2013) |

Form I-9

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

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) |
| *In re Investigation of Conoco, Inc., Subpoena* | 8 | OCAHO | 1049 | (2000) |
| *In re Investigation of Doctor's Hospital of Santa Ana, Subpoena* | 1 | OCAHO | 194 | (1990) |
| *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 Florida Rural Legal Services, Subpoena* | 3 | OCAHO | 437 | (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 St. Christopher-Ottilie, Subpoena* | 1 | OCAHO | 2 | (1988) |
| *In re Investigation of St. Christopher-Ottilie, Subpoena* | 1 | OCAHO | 3 | (1988) |
| *In re Investigation of St. Christopher-Ottilie, Subpoena* | 1 | OCAHO | 2 | (1988) |
| *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 Valley Crest Tree Company, Subpoena* | 3 | OCAHO | 579 | (1993) |

*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 1084 (2002)
*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (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)
*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)
*United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets* 3 OCAHO 399 (1992)

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(s) to Quash

*In re Investigation of Conoco, Inc., Subpoena* 8 OCAHO 1048 (2000)
*In re Investigation of Florida Rural Legal Services, Subpoena* 3 OCAHO 437 (1992)
*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)

Office of Special Counsel

Denial

*In re Investigation of Swift & Co., Subpoena* 9 OCAHO 1058 (2000)

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)

Attorney-Client Privilege

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

*Jenlih John Hsieh v. PMC - Sierra, Inc.* 9 OCAHO 1087 (2002)

Refusal to Comply

*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)

Relevance of Information Sought

*In Re Investigation of: NHS Human Services* 10 OCAHO 1198 (2013)

Required Criteria for Enforcement

*In Re Investigation of: NHS Human Services* 10 OCAHO 1198 (2013)

**SUBSTANTIAL COMPLIANCE**

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

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

Creation of False Section 2 Attestations Is Substantive Violation

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

Generally

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

*United States v. El Paso Hospitality, Inc.* 5 OCAHO 737 (1995)

*United States v. Jonel, Inc.* 7 OCAHO 967 (1997)

*United States v. Ketchikan Drywall Services, Inc.* 10 OCAHO 1139 (2011)

*United States v. Mark Steven Carter d/b/a Dixie industrial Service Company* 6 OCAHO 865 (1996)

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

*United States v. Minaco Fashions, Inc.* 3 OCAHO 587 (1993)

*United States v. Randall 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)

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 Section 2 Employer Verification Constitutes Substantive Violation

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

*United States v. Golf International d/b/a Desert Canyon Golf* 10 OCAHO 1214 (2014)
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 Provide Issuing Authority for List B Document 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 Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation

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

*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)
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* 4 OCAHO 718 (1994)
*United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company* 5 OCAHO 742 (1995)
*United States v. DJ Drywall, Inc.* 10 OCAHO 1136 (2010)

| | | | |
|---|---|---|---|
| *United States v. Karnival Fashion, Inc.* | 5 OCAHO | 769 | (1995) |
| *United States v. Maria Sourovova* | 7 OCAHO | 987 | (1998) |
| *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) |
| 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) |
| *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) |
| Hearsay | | | |
| *Martha Diaz v. Pacific Maritime Association* | 9 OCAHO | 1108 | (2004) |
| ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit | | | |
| *United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* | 11 OCAHO | 1218 | (2014) |
| *United States v. Chen Wilmington, Inc.* | 11 OCAHO | 1241 | (2015) |
| ALJ Must Draw Reasonable Inferences In Favor of Nonmoving Party | | | |
| *United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites* | 11 OCAHO | 1218 | (2014) |
| All Facts and Reasonable Inferences Viewed In Light Most Favorable to Nonmoving Party | | | |
| *United States v. Buffalo Transportation, Inc.* | 11 OCAHO | 1263 | (2015) |

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)
*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)
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. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
Civil Money Penalty

*United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant* 5 OCAHO 729 (1995)
*United States v. DJ Drywall, Inc.* 10 OCAHO 1136 (2010)
*United States v. New China Buffet Restaurant* 10 OCAHO 1133 (2010)
*United States v. Private Brands Company and Private Brand, Inc.* 7 OCAHO 941 (1997)
*United States v. Walden Station, Inc.* 8 OCAHO 1053 (2000)
Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

*United States v. Employer Solutions Staffing Group II, LLC* 11 OCAHO 1242 (2015)
Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision

*Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.* 11 OCAHO 1261 (2015)
Conversion from Motion to Dismiss

*Benjamin Barone v. Superior Washer and Gasket Corp.* 10 OCAHO 1176 (2013)
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. IBP, Inc.* 7 OCAHO 900 (1997)
Documentary Evidence

*Celia Simon v. Ingram Micro, Inc.* 9 OCAHO 1088 (2003)

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)

*Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center* 8 OCAHO 1050 (2000)

*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)

*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. McDonnell Douglas Corporation* 4 OCAHO 676 (1994)

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

*United States v. Stanford Sign and Awning, Inc.* 10 OCAHO 1145 (2012)

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

Direct Evidence

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

Generally

*Guy Santiglia v. Sun Microsystems, Inc.* 9 OCAHO 1110 (2004)

Sufficiency

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

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

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

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

Generally

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

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

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

*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 County Special Health Care District* 9 OCAHO 1127 (2007)

*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) |
| *Priscilla C. Hensel v. Oklahoma City Veteran's Affairs Medical Center* | 3 | OCAHO | 532 | (1993) |
| *Priscilla C. Hensel v. University of Oklahoma Health Sciences Center* | 3 | OCAHO | 532 | (1993) |
| *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) |
| *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) |
| *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. Israel Velasquez-Tabir* | 6 | OCAHO | 914 | (1997) |
| *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. Julio Carpio-Lingan* | 6 | OCAHO | 914 | (1997) |
| *United States v. Kangaroo Express of Pueblo* | 3 | OCAHO | 581 | (1993) |
| *United States v. Kumar* | 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. Lee Moyle, Owner d/b/a Moyle Mink Farm* | 1 | OCAHO | 122 | (1990) |
| *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) |
| *United States v. Orlando Diaz-Rosas* | 4 | OCAHO | 702 | (1994) |
| *United States v. Patrol & Guard Enterprises, Inc.* | 8 | OCAHO | 1040 | (2000) |
| *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 | 337 | (1991) |
| *United States v. PPJV, Inc. d/b/a Publishers Press* | 2 | OCAHO | 354 | (1991) |
| *United States v. PPJV, Inc. d/b/a Publishers Press* | 2 | OCAHO | 373 | (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) |
| *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 | 245 | (1990) |
| *United States v. Sergio Alaniz d/b/a Sagunada* | 1 | OCAHO | 297 | (1991) |
| *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. 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) |
| 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) |
| Issue Is Material Only If It Might Affect the Outcome of the Case and Must Inevitably Be Decided | | | | |
| *United States v. Split Rail Fence Company, Inc.* | 11 OCAHO | 1216 | a | (2015) |
| Issue of Fact Is Genuine Only If It Has A Real Basis in the Record | | | | |
| *United States v. Employer Solutions Staffing Group II, LLC* | 11 OCAHO | 1242 | | (2015) |
| Jurisdiction | | | | |
| *Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante* | 7 OCAHO | 970 | | (1997) |
| Knowledge | | | | |
| *Martin John Shortt v. Dick Clark's American Bandstand Grill* | 10 OCAHO | 1130 | | (2009) |

*United States v. Felipe De Leon-Valenzuela* 7 OCAHO 993 (1998)
*United States v. Haim Co., Inc.* 7 OCAHO 988 (1998)
Liability

*United States v. American Terrazzo Corporation d/b/a John Delallo Foods* 6 OCAHO 828 (1995)
*United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant* 5 OCAHO 729 (1995)
*United States v. Diversified Technology and Services of Virginia, Inc.* 9 OCAHO 1095 (2003)
*United States v. DJ Drywall, Inc.* 10 OCAHO 1136 (2010)
*United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.* 6 OCAHO 851 (1996)
Modification(s)

*United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service* 5 OCAHO 760 (1995)
Motion to Dismiss Treated As Motion for Summary Decision Where Evidence Outside Pleadings is Considered

*United States v. Split Rail Fence Company, Inc.* 11 OCAHO 1216 (2014)
Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact

*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. Senox Corporation* 11 OCAHO 1219 (2014)
*United States v. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
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)
Nonmoving Party Who Bears Burden of Proof at Trial Must Present Sufficient Evidence to Support Claim

*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)
*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 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. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

*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)

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)

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

*United States v. Hair U Wear, LLC* 11 OCAHO 1268 (2016)

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

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

*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)

Standard

*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 County Special Health Care District* 9 OCAHO 1127 (2007)
*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. Budiman Napitupulu* 7 OCAHO 96 (1997)
*United States v. IBP, Inc.* 8 OCAHO 1021 (1999)
*United States v. Jonel, Inc.* 7 OCAHO 967 (1997)
*United States v. Spring & Soon Fashion, Inc.* 8 OCAHO 1003 (1998)
Summary Decision Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact
*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. Senox Corporation* 11 OCAHO 1219 (2014)
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. Wave Green, Inc. d/b/a Golden Farm Market* 11 OCAHO 1267 (2016)
Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact
*United States v. Jalisco's Bar and Grill, Inc.* 11 OCAHO 1224 (2014)
**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) |

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) |
| *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) |

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)
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)
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)

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

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

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* 6 OCAHO 907 (1997)

*Sara Caspi v. William J. Hoffman and Trigild Corporation* 7 OCAHO 991 (1998)

*United States v. Auburn University* 4 OCAHO 602 (1994)
*United States v. Auburn University* 4 OCAHO 617 (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 653 (1994)
*Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company* 4 OCAHO 695 (1994)
*Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* 4 OCAHO 660 (1994)

Complaint

*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering* 4 OCAHO 648 (1994)
*Joseph E. Sabol v. Northern Michigan University* 9 OCAHO 1107 (2004)
*United States v. Agripac, Inc.* 8 OCAHO 1028 (1999)
*United States v. Rosario Strano and Vito Strano d/b/a Strano Farms* 4 OCAHO 601 (1994)
*United States v. Workrite Uniform Company, Inc.* 5 OCAHO 736 (1995)

Continuing Violation(s)

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

Date of Entry of the ALJ's Order Begins the 10-Day Time Period for Filing a Request for Review

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

Documents are not Considered Filed Until Received By OCAHO

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

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)

Filing of EEOC Charge Does Not Toll Limitations Period for Filing of OSC Charge

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

Generally

*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. New El Rey Sausage Company* | 1 OCAHO | 785 | (1989) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 OCAHO | 303 | (1991) |
| *United States v. Nu Look Cleaners of Pembroke Pines, Inc.* | 2 OCAHO | 312 | (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* | 2 OCAHO | 400 | (1989) |
| *United States v. Southwest Marine Corporation, a California Corporation* | 3 OCAHO | 429 | (1992) |
| *United States v. Weld County School District* | 2 OCAHO | 378 | (1991) |
| *Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division* | 4 OCAHO | 660 | (1994) |
| 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) |
| *Sara Caspi v. William J. Hoffman and Trigild Corporation* | 7 OCAHO | 991 | (1998) |
| *United States v. Auburn University* | 4 OCAHO | 617 | (1994) |
| *United States v. Hyatt Regency Lake Tahoe* | 6 OCAHO | 879 | (1996) |
| **TITLE VII** | | | |
| Direct Evidence | | | |
| *Dolores Garcia Contreras v. Cascade Fruit Company* | 9 OCAHO | 1090 | (2003) |

Generally

| | | | | |
|---|---|---|---|---|
| *Adnan Niaz Mir v. Federal Bureau of Prisons* | 3 | OCAHO | 510 | (1993) |
| *Corneliu Curuta v. United States Water Conservation Laboratory* | 3 | OCAHO | 459 | (1992) |
| *Emil Anis Halim v. Accu-Labs Research, Inc.* | 3 | OCAHO | 474 | (1992) |
| *Ghaffar Sepahpour v. Unisys, Inc.* | 3 | OCAHO | 500 | (1993) |
| *Jack Huang v. Queens Motel* | 2 | OCAHO | 364 | (1991) |
| *Jaime Banuelos v. Transportation Leasing Company* | 1 | OCAHO | 156 | (1990) |
| *Jose Ortega v. Vermont Bread* | 3 | OCAHO | 475 | (1993) |
| *Margarita Yefremov v. New York City Department of Transportation* | 3 | OCAHO | 466 | (1992) |
| *Marian Ryba v. Temple Steel Company* | 1 | OCAHO | 289 | (1991) |
| *Michael Williamson v. Autorama, Inc.* | 1 | OCAHO | 174 | (1990) |
| *Noemi Barragan-Mandujano Romo v. Todd Corporation* | 1 | OCAHO | 25 | (1988) |
| *Olegario Munoz v. Pastel Furniture Manufacturing Company* | 3 | OCAHO | 457 | (1992) |
| *Omar Egal v. Sears Roebuck & Company* | 3 | OCAHO | 442 | (1992) |
| *Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales* | 3 | OCAHO | 458 | (1992) |
| *Syed Fayyaz v. The Sheraton Corporation* | 1 | OCAHO | 152 | (1990) |
| *United States v. Lasa Marketing Firms, a California Partnership* | 1 | OCAHO | 106 | (1989) |
| *United States v. Marcel Watch Corporation* | 1 | OCAHO | 143 | (1990) |
| *United States v. San Diego Semiconductors, Inc.* | 2 | OCAHO | 314 | (1991) |
| *United States v. Weld County School District* | 2 | OCAHO | 326 | (1991) |
| *United States v. Weld County School District* | 2 | OCAHO | 378 | (1991) |

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

| | | | | |
|---|---|---|---|---|
| *Nicasio Angulo v. Securitas Security Services USA, Inc.* | 11 | OCAHO | 1259 | (2015) |
| *Travis John Guth v. Kaiser Permanente Hawaii* | 10 | OCAHO | 1190 | (2013) |

Intent to Discriminate

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

Jurisdiction

*Drahomira Adame v. Dunkin Donuts* 4 OCAHO 691 (1994)

*Drahomira Adame v. Dunkin Donuts* 5 OCAHO 722 (1995)

*Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering* 4 OCAHO 648 (1994)

*Mr. Doron Tal v. M. L. Energia, Inc.* 4 OCAHO 705 (1994)

*United States v. Hotel Martha Washington Corporation* 5 OCAHO 786 (1995)

Retaliation

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

Mixed Motive Discrimination

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

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

Retaliation

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

**VACATIONS**

Finding of Fact and Conclusion of Law Not Support by Record

*United States v. Crescent City Meat Company, Inc.* 11 OCAHO 1217 (2014)

Remand

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

**VENUE**

Generally

*Benjamin A. K. Yohan v. Central State Hospital* 4 OCAHO 593 (1994)

*Hernandez v. Farley Candy Company* 5 OCAHO 781 (1995)

*Joan A. Lardy v. United Airlines, Inc.* 3 OCAHO 493 (1993)

**WITHDRAWAL**

Administrative Law Judge

*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 2 OCAHO 312 (1991)

Admission(s)

*United States v. Tempo Plastic Company, Inc.* 8 OCAHO 1010 (1998)

Attorney(s)

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

*United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.* 6 OCAHO 900 (1996)

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

*United States v. El Mexicano Taco Shop* 1 OCAHO 59 (1989)

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

*United States v. Esther Flores-Martinez* 4 OCAHO 682 (1994)

*United States v. Flat Knitting Mills Company, Inc.* 2 OCAHO 317 (1991)

*United States v. Green Plaza, Inc.* 4 OCAHO 618 (1994)

*United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants* 1 OCAHO 131 (1990)

*United States v. K & M Fashions, Inc.* 3 OCAHO 411 (1992)

*United States v. Leonor Yolanda Ortiz* 6 OCAHO 904 (1996)

*United States v. Maria Celia Aispuro-Nunez* 5 OCAHO 745 (1995)

*United States v. Mark's Electrical Contracting Corporation* 4 OCAHO 641 (1994)

*United States v. Midtown Fashion, Inc.* 4 OCAHO 657 (1994)

*United States v. Midtown Fashion, Inc.* 4 OCAHO 665 (1994)

*United States v. Mourad Abu Remileh* 4 OCAHO 680 (1994)

*United States v. Nancy Mubarki* 5 OCAHO 816 (1995)

*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 1 OCAHO 207 (1990)

*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 1 OCAHO 236 (1990)
*United States v. Nu Look Cleaners of Pembroke Pines, Inc.* 1 OCAHO 284 (1991)
*United States v. Pan American Supply Company, Inc.* 5 OCAHO 804 (1995)
*United States v. Renato Parondo Jaque* 6 OCAHO 823 (1995)
*United States v. Scandia Interiors, Inc.* 1 OCAHO 290 (1991)
*United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels* 3 OCAHO 589 (1993)
*United States v. Ziagul Zekreya* 4 OCAHO 683 (1994)

Charging Party

*United States v. Monfort, Inc.* 4 OCAHO 597 (1994)

Effect on Settlement

*United States v. American Airlines* 8 OCAHO 1044 (2000)

Generally

*Leonid Naginsky v. Department of Defense* 5 OCAHO 795 (1995)

Motion(s)

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

Office of Special Counsel

*United States v. Auburn University* 4 OCAHO 658 (1994)

Party/Parties

*Earl Russel Horne v. Town of Hampstead* 6 OCAHO 884 (1996)
*United States v. Auburn University* 4 OCAHO 662 (1994)

Representation

*United States v. Esther Flores-Martinez* 4 OCAHO 647 (1994)

*United States v. Renato Parondo Jaque* 6 OCAHO 823 (1995)

Request for a Hearing

*United States v. Kanon Associated Services, Inc.* 5 OCAHO 800 (1995)

**WITNESSES**

Generally

*Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center* 10 OCAHO 1131 (2009)

*United States v. Armando Alvarez-Suarez* 4 OCAHO 655 (1994)

*United States v. Dolly Boman Irani* 6 OCAHO 860 (1996)

*United States v. Mushtaq Ahmed Chaudhry* 3 OCAHO 588 (1993)