

TOPICAL INDEX

04/30/2024

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

TOPICAL INDEX

04/30/2024

<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 653	1994
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

5/10 YEAR RULE

Generally

<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO 891	1996
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO 929	1997
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO 741	1995
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 695	1994
	4	OCAHO 653	1994

Persons Protected

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO 741	1995
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO 711	1994

TOPICAL INDEX

04/30/2024

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

5/10 YEAR RULE

Regulations

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

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

Statute of Limitations

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

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

5 OCAHO 726 1995

4 OCAHO 710 1994

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

Time Computation(s)

TOPICAL INDEX

04/30/2024

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO 726	1995
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

ABANDONMENT

<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO 1410c	2022
---------------------------------------	----	-------------	------

ALJ Declined to Dismiss Complaint Based on Abandonment

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388f	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO 1471c	2023
	17	OCAHO 1471	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO 1421b	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462e	2024

TOPICAL INDEX

04/30/2024

ABANDONMENT

ALJ Declined to Dismiss Complaint Bases on Abandonment

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

ALJ Declined to Dismiss Request for Hearing Based on Abandonment

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

ALJ Has Discretion to Dismiss Case After Deeming Complaint Abandoned

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

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

ALJ Provided Party Opportunity to Advise on Whether It Intended to Pursue Its Request for Hearing

TOPICAL INDEX

04/30/2024

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

17 OCAHO 1459c 2023

ABANDONMENT

ALJ Provided Party Opportunity to Explain Why Case Should Not Be Dismissed Based on Abandonment

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

17 OCAHO 1459d 2023

Complaint May Be Deemed Abandoned for Disregarding ALJ Orders, Even When Complainant Is Pro Se

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427b 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

Compliance

Arnulfo Medina v. Bend-Pack, Inc.

5 OCAHO 791 1995

Miguel A. Gallegos v. Magna-View, Inc.

4 OCAHO 628 1994

TOPICAL INDEX

04/30/2024

ABANDONMENT

Dismissal

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO 598	1994
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388h	2024
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 622	1994
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO 609	1994
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO 605	1994
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 628	1994
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO 620	1994
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO 1391	2021
<i>United States v. Cordin Company</i>	10	OCAHO 1162	2012
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487b	2024
<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO 1404	2021
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO 616	1994
<i>United States v. Milwhite, Inc.</i>	17	OCAHO 1469a	2023
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1177	2013

TOPICAL INDEX

04/30/2024

<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1183	2013
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448b	2022
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Zoila Palma v. Farley Foods</i>	5	OCAHO	757	1995

ABANDONMENT

Dismissal Under 28 C.F.R. Section 68.37(b) Inappropriate When Party Is Deceased, Given Notice Issues

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
---	----	-------	-------	------

Entry of Default Not Among Permissible Discovery Sanctions in 28 C.F.R. Section 68.23(c)

<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ABANDONMENT

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

United States v. Dubose Drilling, Inc. 18 OCAHO 1487b 2024

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

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

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

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471c 2023

17 OCAHO 1471 2023

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

16 OCAHO 1435b 2024

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

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

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

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421a	2022
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO	1410c	2022
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432	2022
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

ABANDONMENT

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

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
	18	OCAHO	1487	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO	1404	2021
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407a	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459d	2023
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
	17	OCAHO	1448b	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

TOPICAL INDEX

04/30/2024

ABANDONMENT

Failure to Respond to Order for Prehearing Statements

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
	17	OCAHO	1457c	2023

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

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487	2023
<i>United States v. Ferrantino Fuel Corp.</i>	13	OCAHO	1335	2020
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	2015

ABANDONMENT

Finding of Abandonment Not Among Permissible Discovery Sanctions in 28 C.F.R. Section 68.23(c)

<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
---	----	-------	-------	------

Generally

<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	1993
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	1992
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	1993
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	547	1993

TOPICAL INDEX

04/30/2024

<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	476	1992
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	79	1989
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	1993
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	1992
<i>Maria Guzman v. Guardian Electric Manufacturing Company</i>	3	OCAHO	546	1993
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	1993
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	1992
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	1995
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.</i>	5	OCAHO	789	1995
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	1993
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	451	1992
<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO	1146	2012
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	1992
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO	544	1993
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO	576	1993
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Rodeo Night Club</i>	5	OCAHO 812	1995
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO 571	1993

ABANDONMENT

If Request for Hearing Is Deemed Abandoned, Notice of Intent to Fine Becomes Final Order

<i>United States v. DJ's Transport</i>	18	OCAHO 1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487b	2024
	18	OCAHO 1487b	2024
	18	OCAHO 1487a	2023
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459d	2023
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO 1543	2024

Motion for Dismissal Based on Abandonment of Complaint

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO 1471c	2023
	17	OCAHO 1471	2023

TOPICAL INDEX

04/30/2024

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

ABANDONMENT

No Response

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc

15 OCAHO 1388g 2022

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. Louie's Wine Dive, LLC

15 OCAHO 1404 2021

United States v. Milwhite, Inc.

17 OCAHO 1469a 2023

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

10 OCAHO 1183 2013

United States v. MRD Landscaping & Maintenance, Corp.

15 OCAHO 1407a 2022

United States v. Patmo Concrete LLC

17 OCAHO 1448b 2022

United States v. Private Brands Company and Private Brand, Inc.

7 OCAHO 941 1997

United States v. Triple Crown Restaurant Group LLC

16 OCAHO 1444b 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

TOPICAL INDEX

04/30/2024

ABANDONMENT

Non-Responsiveness May Indicate Abandonment of a Complaint That Warrants Dismissal

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

Zaji Obatala Zajrahara v. Li Yong Hong Corporation 17 OCAHO 1472 2023

Notice That Court May Deem Complaint Abandoned

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

Notice That Request for Hearing May Be Deemed Abandoned

United States v. DJ's Transport 18 OCAHO 1488a 2024

United States v. Dubose Drilling, Inc. 18 OCAHO 1487a 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459d 2023

TOPICAL INDEX

04/30/2024

ABANDONMENT

Order Declining to Dismiss Complaint Based on Abandonment

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471c	2023
	17	OCAHO	1471	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024

Order Deeming Complaint Abandoned

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO	1388g	2022
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023
	17	OCAHO	1472	2023

Pro Se

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO	1388g	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471c	2023
<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	1995
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	1994
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

ABANDONMENT

Propriety of Deeming Complaint Abandoned When Evidence Suggests Complainant is Deceased

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
---	----	-------	-------	------

Request for Hearing May Be Dismissed Upon Its Abandonment by Party Who Filed It

TOPICAL INDEX

04/30/2024

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460b	2023
	17	OCAHO	1460a	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459d	2023
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448b	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
	17	OCAHO	1457b	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

ABANDONMENT

Service

<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	1994
--	---	-------	-----	------

Stay of Proceedings

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO	1388g	2022
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

Stay of Proceedings Issued After Complaint Was Deemed Abandoned

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

ABANDONMENT

Subject Matter Jurisdiction

<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023
---	----	-------	------	------

ABUSE OF PROCESS

Generally

<i>United States v. Hotel Martha Washington</i>	6	OCAHO	846	1996
<i>United States v. Hotel Martha Washington Corporation</i>	6	OCAHO	846	1996
	6	OCAHO	846	1996

ADMINISTRATIVE AGENCIES

<i>Tareq Ziad Fourad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414b	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE AGENCIES

ALJ Determines All Questions of Law and Fact in 8 U.S.C. Section 1324b

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

Charge

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

Department of Labor

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

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

DHS Has Prosecutorial Discretion to Decide How to Perform Worksite Enforcement Audits

TOPICAL INDEX

04/30/2024

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016

ADMINISTRATIVE AGENCIES

DHS Has Prosecutorial Discretion to Decide Whether to Issue Notice of Intent to Fine

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016

Dismissal

Document Abuse

<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
--------------------------	---	-------	-----	------

Equal Employment Opportunity Commission

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381a	2021
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	1990
<i>Ching Hua Huang v. United States Postal Service</i>	2	OCAHO	313	1991
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO	459	1992
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	1995
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	590	1993
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	348	1991
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	1991
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	1992
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	1991
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	1995
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	1990
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
	14	OCAHO	1373	2020

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411	2022
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	1997
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	1997
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	375	1991
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022

ADMINISTRATIVE AGENCIES

Equitable Tolling

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	2018
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018

TOPICAL INDEX

04/30/2024

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	1994
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	2013

ADMINISTRATIVE AGENCIES

Equitable Tolling of Complaint Filing Period

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	2013
---	----	-------	------	------

Intervention

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO	810	1995
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	1991

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE AGENCIES

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

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

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

Robert Heath v. Ancile, Inc. 15 OCAHO 1411 2022

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

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

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

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

ADMINISTRATIVE AGENCIES

Jury Trials Are Not Provided in OCAHO Proceedings

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

Memorandum of Understanding (MOU)

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

Bienvenido Antonio Thompson v. Prestige Towing Services 13 OCAHO 1309 2018

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

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

United States v. Auburn University 4 OCAHO 617 1994

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

TOPICAL INDEX

04/30/2024

OCAHO May Lack Jurisdiction Over National Origin Claim if it Overlaps With an EEOC Charge

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

ADMINISTRATIVE AGENCIES

Office of Special Counsel/Immigrant and Employee Rights Section

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

Alexsandr Yakubson v. Effective Security 6 OCAHO 858 1996

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

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

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443b 2024

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

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

Grzegorz Pioterek v. Anderson Cleaning Systems, Inc. 3 OCAHO 484 1993

TOPICAL INDEX

04/30/2024

<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	1992
<i>In re Investigation of Florida Azalea Specialist, Subpoena</i>	3	OCAHO	523	1993
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	1995
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	1995
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	1991
	2	OCAHO	348	1991
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	228	1990
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	228	1990
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	405	1992
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	1993
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	140	1990
	1	OCAHO	137	1990
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	1994
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	1991
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	1994

TOPICAL INDEX

04/30/2024

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO 1305a	2018
	12	OCAHO 1305b	2018
	12	OCAHO 1305	2017
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 466	1992
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO 418	1992
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO 874	1995
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO 1308	2018
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
	6	OCAHO 838	1996
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
	6	OCAHO 838	1996
	6	OCAHO 907	1997

TOPICAL INDEX

04/30/2024

<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 907	1997
<i>United States v. Auburn University</i>	4	OCAHO 602	1994
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
	4	OCAHO 602	1994
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
<i>United States v. Auburn University</i>	4	OCAHO 662	1994
	4	OCAHO 658	1994
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386b	2021
	14	OCAHO 1386e	2021
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO 1069	2001
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO 786	1995
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996
<i>United States v. IBP, Inc.</i>	5	OCAHO 766	1995
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO 380	1991

TOPICAL INDEX

04/30/2024

<i>United States v. McDonnell Douglas Corporation</i>	3	OCAHO 507	1993
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1052	2000
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO 659	1994
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO 659	1994
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 636	1994
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO 413	1992
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 690	1994

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE AGENCIES

Prior OCAHO ALJ Decisions Do Not Necessarily Bind a Different ALJ in a Future Case

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

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

Processes Run by Federal, State, or Local Departments of Labor are Outside OCAHO's Jurisdiction

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Prosecutorial Discretion

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

TOPICAL INDEX

04/30/2024

Sanctions

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1104	2004
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462d	2024

ADMINISTRATIVE AGENCIES

Settlement

<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO 1493b	2024
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>United States v. New Mexico State Fair</i>	6	OCAHO 898	1996
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO 1492	2023

Seventh Amendment Inapplicable to OCAHO Proceedings

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO 1381c	2021
--	----	-------------	------

TOPICAL INDEX

04/30/2024

Statute of Limitations

Jose R. Lima v. New York City Department of Education

10 OCAHO 1128 2009

10 OCAHO 1128 2009

ADMINISTRATIVE AGENCIES

Subpoena Enforcement

In Re Investigation of: NHS Human Services

10 OCAHO 1198 2013

U.S. Citizenship and Immigration Services

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400c 2022

USCIS Has Sole Jurisdiction Over Naturalization Applications

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400c 2022

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

<i>Tareq Ziad Fourad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414b	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386	2021

Abandonment

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO	1388g	2022
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471c	2023
<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	1995
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	1994
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. Niha Technologies</i>	16	OCAHO	1427a	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO	1410c	2022
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	1994
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Cordin Company</i>	10	OCAHO	1162	2012
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
	17	OCAHO	1459d	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448b	2022
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	1997
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

ADMINISTRATIVE LAW AND PROCEDURE

Access To and Release Of IER Records Governed by FOIA and the Privacy Act

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414d	2022
---	----	-------	-------	------

Administrative Dispute Resolution

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Admission(s)

<i>United States v. Dolly Boman Irani</i>	6	OCAHO 860	1996
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021
<i>United States v. Ziagul Zekreya</i>	4	OCAHO 677	1994

ADMINISTRATIVE LAW AND PROCEDURE

Admonishment of a Party for Misconduct

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

Advisory Opinion

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504	2023

Affidavit(s)

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	1996
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

ADMINISTRATIVE LAW AND PROCEDURE

Affirmative Defense(s)

<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO	852	1996
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	1995
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. David Jenkins</i>	5	OCAHO	743	1995
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	1996
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	1996
	6	OCAHO	899	1996
	6	OCAHO	866	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO 610	1994
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO 872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO 871	1996
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. MAC Specialties Ltd.</i>	6	OCAHO 920	1997
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Martina Limon-Perez</i>	5	OCAHO 796	1995
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO 1288	2016
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Conducted Conference With One Party Absent Where No Prejudice Would Arise

<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO 1501	2023
--	----	------------	------

ALJ Considered Pro Se Status in Exercising Discretion to Accept Reply Brief

TOPICAL INDEX

04/30/2024

United States v. Zarco Hotels Incorporated 18 OCAHO 1518 2024

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Declined to Require Filing of Settlement Agreement

Alexander Burke v. Alarm.com, Inc. 18 OCAHO 1509 2023

Christanya Symplice v. New York Health and Hospitals Corporation 18 OCAHO 1493b 2024

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

Jack Graham v. Ameriflight 18 OCAHO 1482 2023

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

United States v. Alice Hotel Group LLC 18 OCAHO 1484b 2024

United States v. Chagrin Valley Paving, Inc. 18 OCAHO 1502 2023

United States v. Dilligas Corp., d/b/a US Got People 19 OCAHO 1526 2024

United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen 18 OCAHO 1485c 2024

United States v. El Camino, LLC 18 OCAHO 1479d 2023

United States v. El Vajio, LLC 17 OCAHO 1466 2022

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

TOPICAL INDEX

04/30/2024

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Declined to Sua Sponte Raise Potential Extinguishment of 8 U.S.C. Section 1324b Claims

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Determines All Questions of Law and Fact in 8 U.S.C. Section 1324b

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

ALJ Exercised Discretion to Accept Reply Brief Filed in Contravention of Regulations

United States v. Zarco Hotels Incorporated 18 OCAHO 1518 2024

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

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

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

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

R.S. v. Lattice Semiconductor 14 OCAHO 1362g 2024

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO	1406	2021
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

ADMINISTRATIVE LAW AND PROCEDURE

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

<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360	2020
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO	1377	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363 2020

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Authority to Consider Motion for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

ALJ Has Authority to Grant Extensions of Time for Discovery Responses

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

ALJ Has Authority to Issue a Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

TOPICAL INDEX

04/30/2024

ALJ Has Authority to Seek Assistance in Perfecting Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Authority to Seek Party Assistance in Perfecting Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024
	18	OCAHO	1523	2024

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Discretion to Accept Late Filings

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO	1477	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Discretion to Accept Oral Motion

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386e	2021
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375d	2022

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

<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

ALJ Has Discretion to Determine Whether Dismissal Without Prejudice Is Appropriate

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Discretion to Dismiss Case After Deeming Complaint Abandoned

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO	1388g	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022

ALJ Has Discretion to Dismiss With or Without Prejudice When Dismissal Request Doesn't Specify

<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023

ALJ Has Discretion to Hold Prehearing Conferences

<i>A.S. v. Amazon Web Services</i>	14	OCAHO	1381n	2021
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Has Discretion to Review Settlement Agreements Entered Into by OCAHO Litigants

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023

ALJ Has Jurisdiction Over Alleged Discrimination That Occurred Within PERM Process

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
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ALJ May Correct Substantive or Clerical/Typographical Errors in Final Orders in 1324b Cases

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363d 2021

ADMINISTRATIVE LAW AND PROCEDURE

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

Him Yeung v. Washington State Department of Licensing

17 OCAHO 1473a 2023

Leonarda Ramirez v. Sam's Club

18 OCAHO 1525 2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418 2022

United States v. DJ's Transport

18 OCAHO 1488 2023

United States v. Oil Patch Petroleum, Inc.

18 OCAHO 1508 2023

Zaji Obatala Zajradhara v. Blossom Corporation

18 OCAHO 1523 2024

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

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales

18 OCAHO 1515 2024

TOPICAL INDEX

04/30/2024

ALJ May Issue Order for Status Report If Party Does Not Respond to ALJ Orders

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413b	2022
<i>Robert Paul Heath v. Niha Technologies</i>	16	OCAHO	1427a	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421a	2022
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO	1410c	2022

ADMINISTRATIVE LAW AND PROCEDURE

ALJ May Issue Stay of Proceedings Sua Sponte

<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022

ADMINISTRATIVE LAW AND PROCEDURE

ALJ May Look to Extrinsic Evidence to Determine Parties' Intent to Dismiss With or Without Prejudice

<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
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ALJ May Modify Case Schedule as the ALJ Sees Fit

<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425	2022
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ALJ May Require Parties to File Copy of Settlement Agreement

<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
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TOPICAL INDEX

04/30/2024

<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390	2021
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
	15	OCAHO	1407d	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022

TOPICAL INDEX

04/30/2024

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant 18 OCAHO 1492 2023

United States v. Ruiz Brothers, LLC, d/b/a El Agave 17 OCAHO 1468 2022

ADMINISTRATIVE LAW AND PROCEDURE

ALJ Notified Parties of Intent to Take Notice of a Material Fact

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

ALJ Provided Pro Se Complainant With Courtesy Copy of Order

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426c 2023

ALJ Will Not Consider Documents Submitted Only in Hyperlinks

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

TOPICAL INDEX

04/30/2024

All Documents Filed Must Be Accompanied By a Certificate of Service

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416g 2023

United States v. R&V Steel Erectors Systems, Inc. 18 OCAHO 1501 2023

ADMINISTRATIVE LAW AND PROCEDURE

All Parties Are Expected to Comply With Rules and Orders

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

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

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

United States v. Pasquel Hermanos, Inc. 18 OCAHO 1506a 2024

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

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

Amended

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

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Amended Answer

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460b	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

Amended Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423a	2022

ADMINISTRATIVE LAW AND PROCEDURE

Amended Judgment Does Not Toll or Renew Period for Appeal If It Solely Corrects Clerical Errors

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417e	2024
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Answer

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	1995
<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	1994
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
	15	OCAHO	1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	1995
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	1995
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO	787	1995
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	1995
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO	808	1995
<i>United States v. Cordin Company</i>	10	OCAHO	1162	2012
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.</i>	5	OCAHO	789	1995
<i>United States v. David Jenkins</i>	4	OCAHO	649	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO 610	1994
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 769	1995
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 865	1996
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO 1448a	2022
	17	OCAHO 1448	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO 1501	2023
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO 1439	2022
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO 1430	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457a	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO 1444a	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO 1503	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402	2021
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Answer Deadline Calculated From Date Respondent or Respondent's Representative Receives Complaint

United States v. Brulotte Farms, Inc. 19 OCAHO 1527 2024

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Appeal of 8 U.S.C. Section 1324b Final Order

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417e 2024

Appeal of Interlocutory Order Construed as Motion for Reconsideration

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

Authority of DHS to Issue a Final Order

TOPICAL INDEX

04/30/2024

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484a	2023
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485b	2023
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416f	2023

ADMINISTRATIVE LAW AND PROCEDURE

Availability of Administrative Review in Cases Arising Under Section 1324b

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

Bifurcation

<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Bifurcation of Liability and Penalty Appropriate Given COVID-19 Pandemic and Passage of Time

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021

Bifurcation of the Issues of Liability and Penalty

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge</i>	15	OCAHO	1412	2022

ADMINISTRATIVE LAW AND PROCEDURE

Cease and Desist Order Inapplicable to Paperwork Violations

<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO	1403	2021
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

Certificate of Service

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023

Certification(s)

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996

ADMINISTRATIVE LAW AND PROCEDURE

Civil Money Penalty

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO 803	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO 1217	2014
	11	OCAHO 1217	2014
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010

TOPICAL INDEX

04/30/2024

<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO 1172	2013
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO 868	1996
<i>United States v. Giambli Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO 887	1996
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO 1222	2014
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
<i>United States v. Nancy Mubarki</i>	5	OCAHO 816	1995
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Pedro Dominguez</i>	7	OCAHO 972	1997
	7	OCAHO 972	1997
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO 853	1996

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Claims Under 8 U.S.C. Section 1324b Are Not Extinguished By Complainant's Death

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418d	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO 1427c	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO 1419c	2023

Clarification of the Contents of the Record

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
------------------------------------	----	-------------	------

Class Action

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1097	2003
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO 843	1996
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO 867	1996

TOPICAL INDEX

04/30/2024

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

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

ADMINISTRATIVE LAW AND PROCEDURE

Closing the Record

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Complainant Perfected Personal Service of Complaint Upon Respondent

United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse 17 OCAHO 1477 2023

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

TOPICAL INDEX

04/30/2024

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO 916	1997
<i>United States v. DJ's Transport</i>	18	OCAHO 1488	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 601	1994
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO 1431	2022

ADMINISTRATIVE LAW AND PROCEDURE

Complaint Must Identify with Specificity Each Violation Alleged

<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO 1191	2013
---	----	------------	------

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

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332d	2020
--	----	-------------	------

TOPICAL INDEX

04/30/2024

Consent

United States v. La Luna Azul 1 OCAHO 9 1988

ADMINISTRATIVE LAW AND PROCEDURE

Consent Findings

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

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

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

Consolidation

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

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475d 2023

Continuance

TOPICAL INDEX

04/30/2024

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375h	2022

ADMINISTRATIVE LAW AND PROCEDURE

Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>Robert Heath v. Rang Technologies</i>	16	OCAHO	1420	2022
<i>United States v. Grove Hotel, LLC d/b/a Holiday Express</i>	18	OCAHO	1497	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022
	14	OCAHO	1375d	2022

Correction of the Record

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Court Has Discretion to Accept Reply and Sur-Reply Filings

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
	17	OCAHO	1464d	2023
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450j	2023
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Court Takes Seriously Any Credible Allegation of Professional Misconduct

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
---	----	-------	-------	------

Decision to Allow Reply or Sur-reply Solely Within the ALJ's Discretion

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
	17	OCAHO	1464d	2023
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518	2024
	18	OCAHO	1518	2024

ADMINISTRATIVE LAW AND PROCEDURE

Decision to Bifurcate Proceedings Is In the Court's Discretion

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Default

<i>D'Amico v. Erie Community College</i>	7	OCAHO 927	1997
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO 1305a	2018
	12	OCAHO 1305b	2018
	12	OCAHO 1305	2017
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413	2022
<i>Robert Paul Heath v. Niha Technologies</i>	16	OCAHO 1427a	2022
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO 1410c	2022
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462a	2023
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO 852	1996
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO 1383	2020

TOPICAL INDEX

04/30/2024

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Continental Forestry Service</i>	6	OCAHO	836	1996
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO	849	1996
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO	841	1996
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	1995
<i>United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge</i>	15	OCAHO	1412	2022
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO	827	1995
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022

TOPICAL INDEX

04/30/2024

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

Zaji Obatala Zajradhara v. Mariana Pharmacy 18 OCAHO 1507 2023

ADMINISTRATIVE LAW AND PROCEDURE

Default Judgment

Faustin Gneze Zohouidy v. The Georgia Department of Labor 18 OCAHO 1480 2023

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

United States v. Dubose Drilling, Inc. 18 OCAHO 1487a 2023

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

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

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Walied Shater v. Shell Oil Company 18 OCAHO 1504 2023

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

Depositions

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385a	2021
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332i	2020
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	1994
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	863	1996
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO	890	1996
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	1997
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	1996
	6	OCAHO	903	1996
	6	OCAHO	895	1996
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023

ADMINISTRATIVE LAW AND PROCEDURE

Designating Which Circuit's Case Law Applies

<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394	2021

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Development of the Record

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450i 2023

Development of the Record

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

Discovery

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

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

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

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

Iron Workers Local 455 v. Lake Construction & Development Corporation 6 OCAHO 911 1997

TOPICAL INDEX

04/30/2024

<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO 802	1995
	5	OCAHO 813	1995
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 639	1994
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 613	1994
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO 1450a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
	17	OCAHO 1450f	2023
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO 1385	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
	15	OCAHO 1395	2021
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO 1377	2020
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO 678	1994
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO 883	1996
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 731	1995
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 798	1995
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 651	1994

TOPICAL INDEX

04/30/2024

<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO 845	1996
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386d	2021
	14	OCAHO 1386e	2021
<i>United States v. Guardsmark</i>	4	OCAHO 614	1994
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO 1406	2021
	15	OCAHO 1406	2021
<i>United States v. Klein's Kosher Pickle Company</i>	18	OCAHO 1500	2023
<i>United States v. Marvlee, Inc.</i>	5	OCAHO 728	1995
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459c	2023
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459b	2023
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1052	2000
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 700	1994
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016
	12	OCAHO 1285	2016
<i>United States v. Volvo Trucks North America, Inc.</i>	8	OCAHO 1006	1998

TOPICAL INDEX

04/30/2024

<i>United States v. Zabala Vineyards</i>	5	OCAHO 734	1995
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438d	2023
	16	OCAHO 1417b	2022
	16	OCAHO 1438f	2023
	16	OCAHO 1438b	2022

ADMINISTRATIVE LAW AND PROCEDURE

Dismissal

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO 598	1994
<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 622	1994
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO 764	1995
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO 1324e	2021
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997
	6	OCAHO 884	1996
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO 654	1994

TOPICAL INDEX

04/30/2024

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO 810	1995
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009
	10	OCAHO 1128	2009
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009
	10	OCAHO 1128	2009
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO 923	1997
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO 840	1996
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO 609	1994
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO 856	1996
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 628	1994
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO 1140	2011

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994

TOPICAL INDEX

04/30/2024

<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO 721	1994
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO 1453	2022
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO 850	1996
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO 957	1997
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO 916	1997
<i>United States v. Cristina Galeas</i>	5	OCAHO 790	1995
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474a	2023
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487b	2024
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO 921	1997
<i>United States v. Emiliano Rios-Villatoro</i>	14	OCAHO 1364	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386f	2021
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO 1497a	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO 1442	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO 1390a	2021

TOPICAL INDEX

04/30/2024

<i>United States v. Mayfly Fashion, Inc.</i>	6	OCAHO 894	1996
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1183	2013
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO 1543	2024
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO 1441	2022
<i>United States v. Simon Osagie Iyawe</i>	5	OCAHO 744	1995
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402c	2022
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429a	2022
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021
<i>Zoila Palma v. Farley Foods</i>	5	OCAHO 757	1995

ADMINISTRATIVE LAW AND PROCEDURE

Documents are Not Considered Filed Until Received By OCAHO

<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO 1422	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020

ADMINISTRATIVE LAW AND PROCEDURE

Double Jeopardy

<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

Electronic Filing

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
	15	OCAHO	1388a	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	16	OCAHO	1424	2022
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024
	18	OCAHO	1506	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
	18	OCAHO	1501	2023
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

ADMINISTRATIVE LAW AND PROCEDURE

Equitable Tolling

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

TOPICAL INDEX

04/30/2024

Errata/Erratum

<i>Jarvis v. AK Steel</i>	7	OCAHO 952	1997
	7	OCAHO 952	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO 926	1997
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
	6	OCAHO 838	1996
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 877	1996
	6	OCAHO 877	1996
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO 862	1996
	6	OCAHO 862	1996
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995
<i>United States v. Kumar</i>	6	OCAHO 833	1996
	6	OCAHO 833	1996

TOPICAL INDEX

04/30/2024

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

ADMINISTRATIVE LAW AND PROCEDURE

Evidence

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370b	2021
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450e	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413d	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO 1427c	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO 1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410d	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332d	2020
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO 862	1996
	6	OCAHO 862	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Dolly Boman Irani</i>	6	OCAHO 860	1996
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
<i>United States v. Kumar</i>	6	OCAHO 833	1996
	6	OCAHO 833	1996
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375j	2023
	14	OCAHO 1375k	2023
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

ADMINISTRATIVE LAW AND PROCEDURE

Ex Parte Communication(s)

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
	15	OCAHO	1388c	2021
	15	OCAHO	1388e	2021
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	1994
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	1997
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sophie Ackermann v. Mindlance, Inc,</i>	17	OCAHO	1462c	2023
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	854	1996
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>United States v. Red Lobster</i>	4	OCAHO	631	1994
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

ADMINISTRATIVE LAW AND PROCEDURE

Excessive Fines

<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	2013
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014

TOPICAL INDEX

04/30/2024

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	2014
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	2013
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	1996

ADMINISTRATIVE LAW AND PROCEDURE

Extension of Settlement Officer Program Referral Upon Request by Settlement Officer

<i>Efrain Inocencio Vega v. BFS Asset Holding LLC</i>	19	OCAHO	1534	2024
---	----	-------	------	------

Extent of the Record

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375c	2021
	14	OCAHO	1375k	2023

TOPICAL INDEX

04/30/2024

Factors to Consider in Consolidating Cases

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475d 2023

ADMINISTRATIVE LAW AND PROCEDURE

Failure to Comply With Court Orders Frustrates Sound Case Management

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

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

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

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

Failure to Timely File Answer

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

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

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

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

TOPICAL INDEX

04/30/2024

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

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

ADMINISTRATIVE LAW AND PROCEDURE

Filing A Complaint Commences OCAHO Proceeding

United States v. DJ's Transport 18 OCAHO 1488 2023

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

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

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

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2019

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

Final Order

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484a	2023
<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO	1403	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372a	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	2013
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	1995
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363d	2021

ADMINISTRATIVE LAW AND PROCEDURE

Final Order Based on Consent Findings

<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO	1403	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372a	2022

TOPICAL INDEX

04/30/2024

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

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

ADMINISTRATIVE LAW AND PROCEDURE

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

United States v. DJ's Transport

18 OCAHO 1488 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC

16 OCAHO 1431 2022

Freedom of Information Act (FOIA)

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

Generally

Adnan Niaz Mir v. Federal Bureau of Prisons

3 OCAHO 577 1993

TOPICAL INDEX

04/30/2024

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	1993
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	1993
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	1993
	3	OCAHO	460	1992
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	1993
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	1994
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	1994
	3	OCAHO	586	1993
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	1995
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	1992
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	1993
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	1994
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	1995
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	1994
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	1993
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994

TOPICAL INDEX

04/30/2024

<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	1996
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	1995
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	1994
<i>United States v. Guardsmark</i>	4	OCAHO	614	1994
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	1993
<i>United States v. Mohammed Noorealam</i>	5	OCAHO	753	1995
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	1993
<i>United States v. Power Operating Company</i>	3	OCAHO	580	1993
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	12	1988
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	1996
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO	589	1993
<i>United States v. Zabala Vineyards</i>	6	OCAHO	844	1996
	6	OCAHO	844	1996

ADMINISTRATIVE LAW AND PROCEDURE

Hearing(s)

TOPICAL INDEX

04/30/2024

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 593	1994
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO 781	1995
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO 826	1995
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375j	2023
	14	OCAHO 1375k	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

ADMINISTRATIVE LAW AND PROCEDURE

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

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO 1381c	2021
--	----	-------------	------

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

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO 1488	2023

TOPICAL INDEX

04/30/2024

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

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

ADMINISTRATIVE LAW AND PROCEDURE

If Request for Hearing Is Deemed Abandoned, Notice of Intent to Fine Becomes Final Order

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459d 2023

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

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

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

Robert Heath v. Ancile, Inc. 15 OCAHO 1411 2022

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

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

Jeopardy

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996

ADMINISTRATIVE LAW AND PROCEDURE

Joint Stipulation of Dismissal With Prejudice

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402c	2022

Judgment on the Pleadings

<i>United States v. Chums Corporation</i>	6	OCAHO 842	1996
	6	OCAHO 842	1996
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO 875	1996
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO 839	1996

TOPICAL INDEX

04/30/2024

United States v. Gloria Fashions, Inc. 6 OCAHO 839 1996

United States v. Harran Transportation Company, Inc. 6 OCAHO 857 1996

ADMINISTRATIVE LAW AND PROCEDURE

Judicial Notice

Robert Heath v. Amazee Global Ventures 16 OCAHO 1433a 2022

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

15 OCAHO 1411a 2022

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385d 2022

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

Robert Heath v. Government System Technologies, Inc. 16 OCAHO 1437a 2022

Robert Heath v. Infosoft Solutions 16 OCAHO 1447 2022

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

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

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

16 OCAHO 1418b 2022

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

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

ADMINISTRATIVE LAW AND PROCEDURE

Jurisdiction

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

TOPICAL INDEX

04/30/2024

<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 619	1994
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO 915	1997
	6	OCAHO 915	1997
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
	6	OCAHO 838	1996
	6	OCAHO 907	1997
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO 1379	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO 867	1996
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO 916	1997
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Jury Trials Are Not Provided in OCAHO Proceedings

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

Knowledge of Regulations

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

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

Richard R. Rogers v. Service Experts 16 OCAHO 1415 2022

United States v. Cordin Company 10 OCAHO 1162 2012

Leave of ALJ Required to File Amicus Curiae Brief

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

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Legal Conclusions Must Be Based on the Evidentiary Record

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Letter of Determination

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

10 OCAHO 1128 2009

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

Location of Hearing

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

TOPICAL INDEX

04/30/2024

Meet and Confer Requirement

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400b	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375g	2022

ADMINISTRATIVE LAW AND PROCEDURE

Modification(s)

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

TOPICAL INDEX

04/30/2024

United States v. Mourad Abu Remileh 5 OCAHO 724 1995

United States v. Simon Osagie Iyaw 5 OCAHO 744 1995

ADMINISTRATIVE LAW AND PROCEDURE

Motion for Entry of Protective Order

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464b 2023

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

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

Motion for Extension of Deadline to Appeal Final Order of ALJ

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417e 2024

Motion for Leave of Court to File Supplemental Response

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Motion to Amend Order Construed as Motion for Reconsideration

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021

Motion to Dismiss

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464d	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

Motion to Enforce Should Specify Relief Sought

TOPICAL INDEX

04/30/2024

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

14 OCAHO 1381f 2021

ADMINISTRATIVE LAW AND PROCEDURE

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 and Opportunity to be Heard are Essential to Procedural Due Process

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435 2022

16 OCAHO 1435 2022

Notice of Hearing

United States v. Green Plaza, Inc.

4 OCAHO 618 1994

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381b	2021
<i>Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370a	2020
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

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

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

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

13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

United States v. Frimmel Management, LLS

12 OCAHO 1271 2016

ADMINISTRATIVE LAW AND PROCEDURE

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

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381a 2021

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.

13 OCAHO 1308 2018

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332 2019

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

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

14 OCAHO 1381l 2021

14 OCAHO 1381k 2021

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
	14	OCAHO	1381b	2021
<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Degaonkar v. Infosys Ltd.</i>	15	OCAHO	1393	2021
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450i	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO	1377	2020
<i>Steven Brown et al. v. Pilgrim's Pride Corporation</i>	14	OCAHO	1379b	2022
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

ADMINISTRATIVE LAW AND PROCEDURE

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

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

TOPICAL INDEX

04/30/2024

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363d	2021

ADMINISTRATIVE LAW AND PROCEDURE

OCAHO Rules Vest ALJ With All Appropriate Powers to Regulate Proceedings

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530b	2024
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

OCAHO's Rules Do Not Require Initial Disclosures Unless Ordered by the ALJ

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

Office of Special Counsel Investigation(s)

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

Office of Special Counsel/Immigrant and Employee Rights Section

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

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443b 2024

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

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

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

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Official Notice

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433b	2023
	16	OCAHO 1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411b	2022
	15	OCAHO 1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385e	2023
	14	OCAHO 1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395d	2023
	15	OCAHO 1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO 1437b	2023
	16	OCAHO 1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO 1447a	2023
	16	OCAHO 1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO 1434b	2023
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO 1435a	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022
<i>United States v. Psychosomatic Fitness</i>	14	OCAHO	1387	2021
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375c	2021

ADMINISTRATIVE LAW AND PROCEDURE

Official Notice Inappropriate When Document Subject to Various Intrepretations

<i>United States v. Psychosomatic Fitness</i>	14	OCAHO	1387	2021
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

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

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

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

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

Order Granting Extension of Settlement Officer Program Referral Period

Efrain Inocencio Vega v. BFS Asset Holding LLC 19 OCAHO 1534 2024

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

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

TOPICAL INDEX

04/30/2024

Order Lifting Stay of Proceedings

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388h 2024

ADMINISTRATIVE LAW AND PROCEDURE

Order Modifying Case Schedule

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

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

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

Order Providing Notice of Apparent Death of a Party

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

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

16 OCAHO 1435b 2024

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

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

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Order Rejecting Filing for Failing to Comport With Electronic Filing Requirements

United States v. Pasquel Hermanos, Inc. 18 OCAHO 1506a 2024

Parties Are Discouraged from Advancing Evidentiary Arguments Prematurely in Multiple Filings

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450j 2023

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

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

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

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

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

11 OCAHO 1247 2015

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Partners and General Officers Are Appropriate Representatives for Parties in OCAHO Proceedings

United States v. Black Belt Security & Investigation, LLC 17 OCAHO 1456d 2024

Party Misconduct

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

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

United States v. Pasquel Hermanos, Inc. 18 OCAHO 1506a 2024

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

Party Misconduct May Warrant Adverse Credibility Finding

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

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Party Seeking Discovery Bears Burden to Establish Relevance

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

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

Party Seeking to File Supplemental Response Must Demonstrate Good Cause

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

Party Should Seek Leave of Court to File Reply or Sur-reply

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

Degaonkar v. Infosys Ltd. 15 OCAHO 1393 2021

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450j 2023

17 OCAHO 1450i 2023

TOPICAL INDEX

04/30/2024

<i>Steven Brown et al. v. Pilgrim's Pride Corporation</i>	14	OCAHO	1379b	2022
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

ADMINISTRATIVE LAW AND PROCEDURE

Party/Parties

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
--	---	-------	-----	------

Pleadings

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	1994
	4	OCAHO	668	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995

Post-Hearing Brief

TOPICAL INDEX

04/30/2024

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

ADMINISTRATIVE LAW AND PROCEDURE

Posthearing Conference

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375j 2023

14 OCAHO 1375k 2023

Potential Substitution of Party

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

Preference for Resolving Cases on Their Merits

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

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

TOPICAL INDEX

04/30/2024

<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

ADMINISTRATIVE LAW AND PROCEDURE

Prehearing Conference

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510b	2024
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506	2023
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Prehearing Statements

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO 1471	2023
<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO 1443a	2022
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO 1485	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO 1460	2022
	17	OCAHO 1460a	2022
<i>United States v. PJ's of Texas</i>	18	OCAHO 1524	2024
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457b	2022
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432	2022
	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

Prior OCAHO ALJ Decisions Do Not Necessarily Bind a Different ALJ in a Future Case

TOPICAL INDEX

04/30/2024

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

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

ADMINISTRATIVE LAW AND PROCEDURE

Privacy Act

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

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

TOPICAL INDEX

04/30/2024

United States v. Zabala Vineyards

6 OCAHO 830 1995

ADMINISTRATIVE LAW AND PROCEDURE

Provision of Language Assistance Ensures Meaningful Access to EOIR Services

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381g 2021

Receipt of Documents After Hearing

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375j 2023

Reconsideration

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

14 OCAHO 1381l 2021

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381e 2021

14 OCAHO 1381b 2021

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

14 OCAHO 1370a 2020

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	2003
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	73	1989
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO	1071	2001
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432d	2023
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363d	2021
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

ADMINISTRATIVE LAW AND PROCEDURE

Record on Remand

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375f	2022
	14	OCAHO	1375c	2021

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Regulations Governing Discovery

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510a 2023

Remand

United States v. Edgemont Group, LLC

17 OCAHO 1470c 2023

Request for Relief Should Be In Separate Motion, Not Response to a Motion

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

14 OCAHO 1381f 2021

Requesting New Relief in Response to Motion Strips Original Moving Party of Chance to Respond

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

14 OCAHO 1381f 2021

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Requests for Discovery and Responses Thereto Generally Should Not Be Filed With the ALJ

United States v. Klein's Kosher Pickle Company 18 OCAHO 1500 2023

Requires Disclosure of Ex Parte Communications

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

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

Response to a Motion Should Address Only the Issues Raised by the Moving Party

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

Responses to Court Orders Must Be Made in Writing

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417a 2022

ADMINISTRATIVE LAW AND PROCEDURE

Review of Final Orders

Florinda Kattan v. Union League Club of Chicago

4 OCAHO 599 1994

Revocation of Electronic Filing Privileges

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388a 2021

United States v. Pasquel Hermanos, Inc.

18 OCAHO 1506a 2024

Sanction of Liability Appropriate For Bad Faith Refusal to Comply With Discovery Obligations

United States v. Technical Marine Maintenance and Gulf Coast Workforce

13 OCAHO 1312a 2018

United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC

13 OCAHO 1312 2018

United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC

13 OCAHO 1312 2018

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Sanctions

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	2004
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	1995
<i>United States v. Giambli Enterprises</i>	5	OCAHO	807	1995
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO	666	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	1994
<i>United States v. Technical Marine Maintenance and Gulf Coast Workforce</i>	13	OCAHO	1312a	2018
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	2018
<i>United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	2018

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
	16	OCAHO 1438b	2022

ADMINISTRATIVE LAW AND PROCEDURE

Service

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388a	2021
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 645	1994
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400a	2022
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368a	2020
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO 721	1994
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO 776	1995
<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428b	2022
<i>United States v. Emiliano Rios-Villatoro</i>	14	OCAHO 1364	2020
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO 870	1996
<i>United States v. Nancy Mubarki</i>	5	OCAHO 816	1995
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO 982	1997

TOPICAL INDEX

04/30/2024

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

ADMINISTRATIVE LAW AND PROCEDURE

Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473a	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
	16	OCAHO	1431	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Settlement

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO 1122	2006
<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO 1493b	2024
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO 1458	2022
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO 1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO 1482	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO 1511	2023
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO 650	1994
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO 1401	2021
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO 1421b	2023
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO 1484a	2023
<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO 1403	2021

TOPICAL INDEX

04/30/2024

<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	2013
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372a	2022
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
	18	OCAHO	1485b	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO	697	1994
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390	2021
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO 841	1996
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO 1407d	2023
<i>United States v. New Mexico State Fair</i>	6	OCAHO 898	1996
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO 1441	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO 1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO 1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO 1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO 1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO 1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO 1492a	2023
	18	OCAHO 1492	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO 1496	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO 1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO 1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO 1430a	2023
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO 596	1994
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO 1425b	2022

TOPICAL INDEX

04/30/2024

United States v. Upright Installation Services, Corp.

18 OCAHO 1494a 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438g 2023

ADMINISTRATIVE LAW AND PROCEDURE

Settlement Agreement

Jose Toro v. Bioreference Laboratories

18 OCAHO 1511a 2024

Settlement Officer May Request Extension of Referral Period With Consent of Parties

Efrain Inocencio Vega v. BFS Asset Holding LLC

19 OCAHO 1534 2024

Seventh Amendment Inapplicable to OCAHO Proceedings

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

14 OCAHO 1381c 2021

TOPICAL INDEX

04/30/2024

Standards of Conduct

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

ADMINISTRATIVE LAW AND PROCEDURE

Status Report

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023

Statute of Limitations

Refusal to Approve

<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO	984	1998
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	1995

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Stay of Proceedings

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
<i>Cassandra Monty v. USA2Go Quick Stores</i>	16	OCAHO	1443	2022
<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Robert Heath v. Amazee Global Ventures</i>	16	OCAHO	1433a	2022
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385d	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
	15	OCAHO	1395b	2022
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO	1437a	2022

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434a	2022
	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
	17	OCAHO	1456b	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

ADMINISTRATIVE LAW AND PROCEDURE

Stay of Proceedings Pending Adjudication of Motion to Dismiss

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023

Stay of Proceedings Pending Disposition of Motion for Summary Decision

TOPICAL INDEX

04/30/2024

Cassandra Monty v. USA2Go Quick Stores

16 OCAHO 1443 2022

ADMINISTRATIVE LAW AND PROCEDURE

Stipulations

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

Strict Technical Rules of Evidence Are Somewhat Relaxed in Administrative Proceedings

United States v. Sanchita Bhattacharya

14 OCAHO 1380 2020

Subject Matter Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

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

12 OCAHO 1284 2016

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a 2020

TOPICAL INDEX

04/30/2024

<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411	2022
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	2016
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

ADMINISTRATIVE LAW AND PROCEDURE

Subpoena

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO	1377	2020
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	651	1994

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
	16	OCAHO 1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO 1363b	2020
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023
	16	OCAHO 1426e	2023

ADMINISTRATIVE LAW AND PROCEDURE

Subpoena Enforcement

<i>In re Investigation of Creative Resource Personnel, Inc.</i>	12	OCAHO 1299	2017
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO 1198	2013

Substitution of Parties

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433b	2023
---	----	-------------	------

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
	14	OCAHO	1385f	2023
	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
	15	OCAHO	1395e	2023
	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
	16	OCAHO	1437c	2023
	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
	16	OCAHO	1447b	2023
	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

ADMINISTRATIVE LAW AND PROCEDURE

Summary Decision

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO	824	1995
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	2007
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	2008
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	1994

TOPICAL INDEX

04/30/2024

<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	2004
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO	885	1996
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	739	1995
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	1995
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	1995
	6	OCAHO	828	1995
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	1995
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO	718	1994
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	1994
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	1995
	5	OCAHO	799	1995
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	1995
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO	733	1995
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	1995
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	1996
	6	OCAHO	861	1996
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	1996
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Kumar</i>	6	OCAHO 833	1996
	6	OCAHO 833	1996
<i>United States v. Lambok Sihombing</i>	7	OCAHO 944	1997
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 905	1996
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO 1359a	2021
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 865	1996
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Martina Limon-Perez</i>	5	OCAHO 796	1995
<i>United States v. Maverick Construction LLC</i>	15	OCAHO 1405	2021
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO 801	1995
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO 805	1995
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Summary Deposition

United States v. Leonor Yolanda Ortiz 6 OCAHO 863 1996

Supplemental Briefing

United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites 17 OCAHO 1463a 2023

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475d 2023

Sur-Replies and Sur-Responses Are Disfavored In This Forum

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464d 2023

Sur-Reply Not Allowed Where Fairness and Judicial Efficiency Would Not Be Served by Sur-Reply

TOPICAL INDEX

04/30/2024

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464d 2023

ADMINISTRATIVE LAW AND PROCEDURE

Transcript Certification

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375j 2023

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432h 2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426f 2024

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

R.S. v. Lattice Semiconductor

14 OCAHO 1362c 2022

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

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Unsolicited Evidentiary Submission Run Afoul of the ALJ's Obligation to Ensure a Clear Record

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

Untimely Filing

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

Ernestina C. Lopez v. James Jung, Hallmark Cleaners 10 OCAHO 1171 2013

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

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

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

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

Sall v. Wal-Mart Stores, Inc. 10 OCAHO 1161 2012

United States v. Chilitto Pikin LLC 18 OCAHO 1486a 2024

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen 18 OCAHO 1485 2023

TOPICAL INDEX

04/30/2024

<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023

ADMINISTRATIVE LAW AND PROCEDURE

Voluntary Dismissal

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

When Filing By Email, Party Must Copy Opposing Party on Email to Court Containing Filing

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE LAW AND PROCEDURE

Withdrawal

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO 1324e	2021
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO 647	1994
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994
<i>United States v. HDB Network Technology, Inc.</i>	18	OCAHO 1483	2023
<i>United States v. Kanon Associated Services, Inc.</i>	5	OCAHO 800	1995
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO 641	1994
<i>United States v. Nancy Mubarki</i>	5	OCAHO 816	1995
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO 804	1995
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO 823	1995
	6	OCAHO 823	1995

TOPICAL INDEX

04/30/2024

Work Authorization

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994
<i>United States v. Jonel, Inc.</i>	8	OCAHO 1008	1998

ADMINISTRATIVE PROCEDURE ACT

Administrative Dispute Resolution

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332d	2020
--	----	-------------	------

Application to OCAHO Proceedings

<i>A.S. v. Amazon Web Services</i>	14	OCAHO 1381n	2021
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450e	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375k	2023

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

TOPICAL INDEX

04/30/2024

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

ADMINISTRATIVE PROCEDURE ACT

Evidence

United States v. Kumar 6 OCAHO 833 1996

6 OCAHO 833 1996

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 2010

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

Ex Parte Communication(s)

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

United States v. R&V Steel Erectors Systems, Inc. 18 OCAHO 1501a 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438e 2023

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE PROCEDURE ACT

Extent of the Record

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375c	2021
	14	OCAHO	1375k	2023

Final Order

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023
---	----	-------	-------	------

Generally

<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	1994
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	1989
	1	OCAHO	44	1989
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	1991

TOPICAL INDEX

04/30/2024

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

ADMINISTRATIVE PROCEDURE ACT

Hearing(s)

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO 1381c	2021
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 623	1994
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375k	2023

TOPICAL INDEX

04/30/2024

Official Notice

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375c 2021

14 OCAHO 1375c 2021

ADMINISTRATIVE PROCEDURE ACT

Order(s)

United States v. Workrite Uniform Company, Inc.

5 OCAHO 755 1995

Proponent Has Obligation to Build Sufficient Record

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416b 2023

Proponent of an Order Has An Obligation to Build a Sufficient Record

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE PROCEDURE ACT

Record on Remand

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375c	2021
	14	OCAHO 1375k	2023

Requires Disclosure of Ex Parte Communications

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450c	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO 1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO 1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO 1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO 1435	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462c	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

ADMINISTRATIVE PROCEDURE ACT

Rule 25 of the FRCP Does Not Conflict with OCAHO's Rules or the Administrative Procedure Act

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
-------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE PROCEDURE ACT

Untimely Filing

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

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
2 OCAHO 330 1991
2 OCAHO 330 1991
2 OCAHO 330 1991

TOPICAL INDEX

04/30/2024

<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO 280	1990
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO 80	1989
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO 772	1995
	5	OCAHO 772	1995
<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO 124	1990
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO 47	1989
<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
<i>United States v. Shine Auto Service</i>	1	OCAHO 102	1989
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 112	1989
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO 57	1989

ADMINISTRATIVE REVIEW

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

<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO 1232	2014
---	----	------------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE REVIEW

Availability of Administrative Review in Cases Arising Under Section 1324b

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

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

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO 1200	2013
--	----	------------	------

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

<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO 1247	2015
	11	OCAHO 1247	2015

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE REVIEW

Certification(s)

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	7	OCAHO 973	1997
	6	OCAHO 876	1996

Denial of Review

<i>United States v. Christie Automotive Products</i>	2	OCAHO 365	1991
<i>United States v. Cordin Company</i>	10	OCAHO 1162	2012
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO 159	1990
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO 1247	2015
	11	OCAHO 1247	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO 312	1991
<i>United States v. Power Operating Company</i>	3	OCAHO 561	1993
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO 182	1990
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO 1185	2013

ADMINISTRATIVE REVIEW

Documents are not Considered Filed Until Received By OCAHO

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO 1200	2013
--	----	------------	------

Filing and Service

<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO 1185	2013
--	----	------------	------

Form of Request

<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1183	2013
--	----	------------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE REVIEW

Generally

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO 44	1989
	1	OCAHO 44	1989
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO 358	1991
	2	OCAHO 358	1991
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 829	1995
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 696	1994
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 63	1989
	1	OCAHO 63	1989
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 212	1990
<i>United States v. Maka's Akamai Service</i>	1	OCAHO 36	1988
	1	OCAHO 36	1988
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1183	2013
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO 576	1993

TOPICAL INDEX

04/30/2024

<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 78	1989
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO 652	1994
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995
<i>United States v. Power Operating Company</i>	3	OCAHO 561	1993

ADMINISTRATIVE REVIEW

Interlocutory Order (s)

<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO 1181	2013
--	----	------------	------

Interlocutory review appropriate if conditions of 28 C.F.R. Section 68.53(a)(1) are met

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
---	----	------------	------

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

TOPICAL INDEX

04/30/2024

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016
<i>United States v. M & D Masonry</i>	10	OCAHO	1215	2014

ADMINISTRATIVE REVIEW

Modification by the Chief Administrative Hearing Officer

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
---	----	-------	------	------

Modification(s)

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	1991
	2	OCAHO	358	1991

TOPICAL INDEX

04/30/2024

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO 382	1991
<i>United States v. Applied Computer Technology</i>	2	OCAHO 367	1991
	2	OCAHO 367	1991
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 699	1994
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO 434	1992
	3	OCAHO 434	1992
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO 794	1995
	5	OCAHO 794	1995
<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO 19	1988
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO 27	1988
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO 23	1988
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO 908	1997
	6	OCAHO 908	1997
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	4	OCAHO 717	1994
	4	OCAHO 717	1995
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO 554	1993
	3	OCAHO 554	1993
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO 13	1988
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO 732	1995
	5	OCAHO 732	1995
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 783	1995
	5	OCAHO 783	1995
<i>United States v. La Luna Azul</i>	1	OCAHO 14	1988
<i>United States v. Landscapes By Susanna</i>	3	OCAHO 556	1993
	3	OCAHO 556	1993
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO 750	1995
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995
	5	OCAHO 727	1995
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO 724	1995
	5	OCAHO 724	1995
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 78	1989
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO 339	1991

TOPICAL INDEX

04/30/2024

<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO 329	1991
	2	OCAHO 329	1991
	2	OCAHO 329	1991
	2	OCAHO 329	1991
<i>United States v. Old Town Mexican Café</i>	1	OCAHO 15	1988
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO 83	1989
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993
	3	OCAHO 559	1993
<i>United States v. Prestige Landscapes</i>	1	OCAHO 16	1988
<i>United States v. Rainbow Steel Company</i>	1	OCAHO 17	1988
<i>United States v. Simon Osagie Iyaw</i>	5	OCAHO 744	1995

ADMINISTRATIVE REVIEW

Motion to Vacate ALJ's Final Order of Dismissal Construed as Request for Administrative Review

<i>United States v. Vilaro Vineyards</i>	11	OCAHO 1248	2015
--	----	------------	------

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE REVIEW

Remand

<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO 803	1995
	5	OCAHO 794	1995
	5	OCAHO 794	1995
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375c	2021

Request for Review Filed After Ten-Day Deadline is Untimely Unless Equitable Tolling Applies

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO 1241	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO 1247	2015
	11	OCAHO 1247	2015

Request for Review Must Be Timely Filed and Served to Give Opposing Party Time to Respond

TOPICAL INDEX

04/30/2024

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 2015

11 OCAHO 1247 2015

ADMINISTRATIVE REVIEW

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

5 OCAHO 760 1995

TOPICAL INDEX

04/30/2024

ADMINISTRATIVE REVIEW

The CAHO Is Authorized to Apply a De Novo Standard of Review to the ALJ's Decision

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	2014
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	2013
<i>United States v. Vilaro Vineyards</i>	11	OCAHO	1248	2015

Timeliness

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	1995
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	2015
<i>United States v. Cordin Company</i>	10	OCAHO	1162	2012
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	1990
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	1990
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	2013

ADMINISTRATIVE REVIEW

Vacation(s)

<i>Mester Manufacturing Company v. United States</i>	1	OCAHO	44	1989
	1	OCAHO	44	1989
<i>United States v. Casa Lupe</i>	1	OCAHO	31	1988
	1	OCAHO	31	1988
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	2014
	11	OCAHO	1217	2014
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	1989
	1	OCAHO	63	1989
<i>United States v. Maka's Akamai Service</i>	1	OCAHO	36	1988
	1	OCAHO	36	1988
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	1990
	2	OCAHO	303	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990
	2	OCAHO 303	1991
<i>United States v. Shine Auto Service</i>	1	OCAHO 70	1989
	1	OCAHO 70	1989
<i>United States v. Tenampa Ballroom</i>	1	OCAHO 34	1988
	1	OCAHO 34	1988
<i>United States v. Vilardo Vineyards</i>	11	OCAHO 1248	2015

ADMINISTRATIVE REVIEW

What constitutes a substantial difference of opinion for interlocutory review

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
---	----	------------	------

What constitutes an important question of law for interlocutory review

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
---	----	------------	------

ADMISSIONS

TOPICAL INDEX

04/30/2024

Admission of Liability for Citizenship Status Discrimination

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

ADMISSIONS

ALJ May Consider Admissions on File for the Basis of Summary Decision

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

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

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

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

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

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

Amended

United States v. Tempo Plastic Company, Inc. 8 OCAHO 1010 1998

TOPICAL INDEX

04/30/2024

ADMISSIONS

Generally

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

TOPICAL INDEX

04/30/2024

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO 965	1997

ADMISSIONS

Guilty Pleas/Plea Agreement

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
---	---	------------	------

Liability Based on the Admissions in Respondents' Pleadings

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021

Requests for Admission Deemed Admitted

TOPICAL INDEX

04/30/2024

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

ADMISSIONS

Response

United States v. Zia Gul Zekreya

4 OCAHO 683 1994

4 OCAHO 677 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

TOPICAL INDEX

04/30/2024

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 811	1995
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO 742	1995
	4	OCAHO 718	1994
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO 733	1995
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO 851	1996
<i>United States v. Maria Sourovova</i>	7	OCAHO 987	1998
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO 615	1994
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO 805	1995
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1062	2000

AFFIDAVITS

Affidavit May Help Authenticate Evidence to Support a Motion for Summary Decision

<i>United States v. Leticia Velarde</i>	14	OCAHO 1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380a	2021

TOPICAL INDEX

04/30/2024

AFFIDAVITS

ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

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

Allocation of Burden of Proof at Hearing

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

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

TOPICAL INDEX

04/30/2024

<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO 885	1996
<i>United States v. Dolly Boman Irani</i>	6	OCAHO 860	1996
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO 733	1995
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 863	1996
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996

AFFIDAVITS

Personal Knowledge

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

Personal Service of Complaint

<i>United States v. DJ's Transport</i>	18	OCAHO 1488	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO 1431a	2022

Standards

TOPICAL INDEX

04/30/2024

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

AFFIDAVITS

Summary Decision

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

Dinko Sefic v. Marconi Wireless 9 OCAHO 1123 2007

Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 2005

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

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

Unsigned Affidavits

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

TOPICAL INDEX

04/30/2024

AFFIRMATIVE DEFENSE(S)

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

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	2014
	11	OCAHO	1217	2014

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

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016

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

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016

TOPICAL INDEX

04/30/2024

United States v. International Packaging, Inc.

12 OCAHO 1275 2016

AFFIRMATIVE DEFENSE(S)

Pleading An Affirmative Defense Requires Statement of Facts in Support

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

15 OCAHO 1408 2021

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

15 OCAHO 1409 2021

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

TOPICAL INDEX

04/30/2024

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

TOPICAL INDEX

04/30/2024

<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO 868	1996

ALIENS

Generally

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

Illegal Alien(s)

<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO 1120	2005
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Giambliis Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO 637	1994
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996

ALIENS

Pattern or Practice

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 601	1994
<i>United States v. Zabala Vineyards</i>	6	OCAHO 830	1995

Permanent Resident

<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 619	1994
---	---	-----------	------

Protected

TOPICAL INDEX

04/30/2024

<i>Arnulfo Medina v. Bend-Pack, Inc.</i>	5	OCAHO	791	1995
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	1996
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO	711	1994
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	1996

ALIENS

Refugees

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
---	---	-------	------	------

Temporary Protected Status (TPS)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	1994
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	2001

TOPICAL INDEX

04/30/2024

ALIENS

Unauthorized

<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO 590	1993
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO 519	1993
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO 25	1988
	1	OCAHO 25	1988
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO 786	1995
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003

Work Authorization

<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO 862	1996
	6	OCAHO 862	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003

AMICUS CURIAE

<i>Tareq Ziad Fourad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022
	16	OCAHO 1414b	2022

Amicus Curiae Ordered to File Notice of Appearance

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414a 2022

AMICUS CURIAE

Amicus Curiae Ordered to Show Cause Why Leave of ALJ Was Not Requested Before Filing Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414a 2022

Brief(s)

United States v. American McNair, Inc.

1 OCAHO 261 1990

United States v. Edgemont Group, LLC

17 OCAHO 1470c 2023

Definition

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414a 2022

TOPICAL INDEX

04/30/2024

IER Encouraged to Seek Leave and File Notices As Amicus Curiae or Intervenor

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

AMICUS CURIAE

Invitation to File Amicus Briefs

United States v. Edgemont Group, LLC

17 OCAHO 1470c 2023

Invitation to IER to File Amicus Curiae Brief

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

14 OCAHO 1381o 2022

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381a 2021

Leave of ALJ Not Required to File Brief When ALJ Invites Amicus Curiae to File Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414a 2022

TOPICAL INDEX

04/30/2024

AMICUS CURIAE

Leave of ALJ Required to File Amicus Curiae Brief

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

Order to Show Cause to Amicus Curiae for Failure to Seek Leave of ALJ to File Brief

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

Statement of Interest Indistinguishable From Amicus Curiae Brief

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

ANSWER

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

TOPICAL INDEX

04/30/2024

<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439	2022
	16	OCAHO	1439	2022

ANSWER

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

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416	2022

TOPICAL INDEX

04/30/2024

<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

ANSWER

Admission(s)

<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	742	1995
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	1990
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	1989
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO	142	1990
<i>United States v. Maria Esther Lemus d/b/a Rancho Lemus</i>	3	OCAHO	421	1992
<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO	117	1989
<i>United States v. USA Café</i>	1	OCAHO	42	1989
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO	122	1990
<i>United States v. William and Maria Sievert</i>	1	OCAHO	294	1991

ANSWER

Affirmative Defense(s)

<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	2003
<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO	1027	1999
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO	1072	2001
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO	866	1996
	6	OCAHO	866	1996
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	2001

TOPICAL INDEX

04/30/2024

<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO 610	1994
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Martina Limon-Perez</i>	5	OCAHO 796	1995
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO 1288	2016

ANSWER

ALJ Declined to Accept Untimely Answer

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022
---	----	-------------	------

ALJ Has Discretion to Accept Untimely Answer

<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO 1522a	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426	2022

TOPICAL INDEX

04/30/2024

ANSWER

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

<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

ALJ May Strike Answer If It Contains Redundant, Immaterial, Impertinent, or Scandalous Material

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ALJ May Strike Answer If It Raises Insufficient Affirmative Defenses

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

ANSWER

Amended

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

Amended Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

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

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

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475a 2023

Amended Complaint

TOPICAL INDEX

04/30/2024

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

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407a 2022

ANSWER

Answer Accepted When It Addresses Factual Allegations and Raises Defenses

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

Answer Deadline Calculated From Date Respondent or Respondent's Representative Receives Complaint

United States v. Brulotte Farms, Inc. 19 OCAHO 1527 2024

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Answer Untimely Filed Without Showing of Good Cause

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

TOPICAL INDEX

04/30/2024

United States v. ABCO Solar, Inc.

17 OCAHO 1465 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

ANSWER

Clarification

Ramiro A. Villalobos v. Roumiguere Vineyards

4 OCAHO 630 1994

Court May Accept a Pro Se Answer That Does Not Fully Comport With 28 C.F.R. Section 68.9(c)

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413 2022

United States v. R&V Steel Erectors Systems, Inc.

18 OCAHO 1501 2023

Court Provided a Copy of the Answer to the Complainant As a Courtesy

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454a 2022

TOPICAL INDEX

04/30/2024

ANSWER

Courtesy Copy

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

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

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

16 OCAHO 1418b 2022

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

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

Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc. 18 OCAHO 1522a 2024

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

Denial

TOPICAL INDEX

04/30/2024

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

ANSWER

Dismissal

<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 628	1994
<i>United States v. Cordin Company</i>	10	OCAHO 1162	2012

Excusable Neglect

<i>D'Amico v. Erie Community College</i>	7	OCAHO 927	1997
--	---	-----------	------

Extension of Time to File Answer

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439	2022
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024

TOPICAL INDEX

04/30/2024

US Tech Workers et al. v. W.W. Grainger, Inc. 19 OCAHO 1540 2024

US Tech Workers et al. v. Walgreens 19 OCAHO 1541 2024

ANSWER

Factors Warranting Acceptance of Untimely Answer

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

United States v. Chilitto Pikin LLC 18 OCAHO 1486a 2024

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc. 18 OCAHO 1522a 2024

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

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

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

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC 18 OCAHO 1490a 2024

Faustin Gneze Zohouidy v. The Georgia Department of Labor 18 OCAHO 1480 2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
	16	OCAHO	1428b	2022
	16	OCAHO	1428b	2022
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
	18	OCAHO	1494	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

ANSWER

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

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
	16	OCAHO	1428c	2022
	16	OCAHO	1428b	2022
	16	OCAHO	1428a	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
	16	OCAHO	1416	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
	18	OCAHO	1494	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

ANSWER

Failure to Timely File Answer

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

ANSWER

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

<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC</i>	18	OCAHO	1490a	2024
	18	OCAHO	1490a	2024
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024

TOPICAL INDEX

04/30/2024

ANSWER

Generally

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

TOPICAL INDEX

04/30/2024

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

TOPICAL INDEX

04/30/2024

<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO 826	1995
<i>United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge</i>	1	OCAHO 211	1990
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO 163	1990
<i>United States v. Rodeo Night Club</i>	5	OCAHO 812	1995
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO 744	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
<i>United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.</i>	2	OCAHO 346	1991
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993

ANSWER

Good Cause for Extension of Time to File Answer

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO 1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO 1481	2023
<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO 1527	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024

ANSWER

Good Cause for Failure to File a Timely Answer

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

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
	17	OCAHO	1457a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

ANSWER

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

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

Immunity

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

<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO	720	1994
--	---	-------	-----	------

TOPICAL INDEX

04/30/2024

<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 739	1995
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO 723	1995
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.</i>	5	OCAHO 789	1995
<i>United States v. El Mexicano Taco Shop</i>	1	OCAHO 59	1989
<i>United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge</i>	1	OCAHO 20	1988
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO 446	1992
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO 642	1994
<i>United States v. Hardeep Singh</i>	3	OCAHO 520	1993
<i>United States v. Kumar</i>	6	OCAHO 833	1996
	6	OCAHO 833	1996
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO 114	1989
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO 45	1989
<i>United States v. M.B. Builders Corporation</i>	1	OCAHO 145	1990
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO 86	1989
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO 706	1994
<i>United States v. Mr. Pablo Saucedo</i>	1	OCAHO 41	1989

TOPICAL INDEX

04/30/2024

<i>United States v. Nogales Body Shop & Trailer Repair</i>	1	OCAHO 30	1988
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO 75	1989
<i>United States v. Peter P. Kelley</i>	1	OCAHO 39	1989
<i>United States v. Rudy Rodriguez d/b/a Rock Pest Control</i>	1	OCAHO 158	1990
<i>United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company</i>	1	OCAHO 37	1988
<i>United States v. South Bay Auto Detail</i>	1	OCAHO 68	1989
<i>United States v. The Pep Boys, Manny, Moe and Jack of California</i>	3	OCAHO 464	1992
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO 390	1991
<i>United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company</i>	1	OCAHO 88	1989
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993

ANSWER

Leave To Amend

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464a	2023
---	----	-------------	------

Leave to File Amended Answer in Response to Amended Complaint

TOPICAL INDEX

04/30/2024

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022

ANSWER

Motion for Leave to File Amended Answer

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
---	----	-------	-------	------

Motion Requesting Copy of Answer

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454a	2022
---	----	-------	-------	------

Motion to Strike

<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	2001
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009

TOPICAL INDEX

04/30/2024

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

ANSWER

Motion to Strike Answer

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

No Response

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

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

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

Robert Heath v. F18 Consulting and an Anonymous Employer 14 OCAHO 1365 2020

Robert Heath v. VBeyond Corporation and an Anonymous Employer 14 OCAHO 1368 2020

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO 808	1995
<i>United States v. Continental Forestry Service</i>	6	OCAHO 836	1996
<i>United States v. Cordin Company</i>	10	OCAHO 1162	2012
<i>United States v. Giambli Enterprises</i>	5	OCAHO 807	1995
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 681	1994
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 769	1995
<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO 1404	2021
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO 616	1994
<i>United States v. Milwhite, Inc.</i>	17	OCAHO 1469a	2023
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO 666	1994
<i>United States v. Rodeo Night Club</i>	5	OCAHO 812	1995
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO 1444b	2022
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO 827	1995

ANSWER

OCAHO Regulations Do Not Provide Deadlines for Replies to Answers

TOPICAL INDEX

04/30/2024

Zaji Zajradhara v. Mariana Pharmacy

18 OCAHO 1507b 2024

ANSWER

Order Accepting Untimely Answer

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418c 2022

United States v. Chilitto Pikin LLC

18 OCAHO 1486a 2024

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457a 2022

Order Denying Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Order Granting Extension of Time to File Answer

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464 2022

TOPICAL INDEX

04/30/2024

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024

ANSWER

Order Granting Motion for Leave to File Amended Answer

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ANSWER

Order Requiring Filing of Amended Answer

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460b	2023
	17	OCAHO	1460a	2022
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

Order to Show Cause For Failure to File Answer

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
	18	OCAHO	1487	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448	2022
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
	17	OCAHO	1457a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
	18	OCAHO	1494	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO 1431a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438	2022
	16	OCAHO 1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO 1522	2024
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO 1507	2023

ANSWER

Order to Show Cause for Untimely Answer

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO 1507a	2023

Order to Show Cause for Untimely Filing Prehearing Statement

<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO 1522	2024
--	----	------------	------

TOPICAL INDEX

04/30/2024

Party That Fails to Timely Answer a Complaint is in Default

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418c	2022
	16	OCAHO 1418b	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO 1522a	2024
	18	OCAHO 1522a	2024

ANSWER

Reasons to Strike Answer

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
	16	OCAHO 1438b	2022

Request for a Hearing

<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 553	1993
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992

TOPICAL INDEX

04/30/2024

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO 698	1994
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO 479	1992
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO 485	1993
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 665	1994
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 552	1993

ANSWER

Requirements

<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO 1461	2022
--	----	------------	------

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

<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO 1507a	2023

Respondent Has Thirty Days to File an Answer After Service of Complaint

TOPICAL INDEX

04/30/2024

<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO	1477	2023
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024

ANSWER

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

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
	18	OCAHO	1480	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024

TOPICAL INDEX

04/30/2024

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

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

ANSWER

Supplemental Brief

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

Timeliness

Faustin Gneze Zohouidy v. The Georgia Department of Labor 18 OCAHO 1480 2023

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

16 OCAHO 1418b 2022

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

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

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

15 OCAHO 1410 2022

TOPICAL INDEX

04/30/2024

<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	1994
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO	685	1994
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	1998
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
	16	OCAHO	1438	2022

TOPICAL INDEX

04/30/2024

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

ANSWER

Untimely Filing

Porfirio Sperandio 15 OCAHO 1400 2021

Prakash Sinha v. Infosys Limited 14 OCAHO 1373a 2020

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

16 OCAHO 1418b 2022

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

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

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

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

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

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

United States v. A & B Carpet Steam Cleaning & General Services, Corporation 1 OCAHO 244 1990

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

United States v. Alberta Sosa, Inc. 5 OCAHO 739 1995

TOPICAL INDEX

04/30/2024

<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	1989
<i>United States v. Charles K. Bickford, Individually and d/b/a The Doll House Lounge</i>	1	OCAHO	69	1989
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Continental Sports Corporation</i>	4	OCAHO	640	1994
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO	81	1989
<i>United States v. Dynasty 21 Car Wash, Inc.</i>	1	OCAHO	282	1990
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Edith Fine</i>	1	OCAHO	116	1989
	1	OCAHO	97	1989
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO	446	1992
<i>United States v. Florencio Govea</i>	1	OCAHO	40	1989
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	1994
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	1989
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO	114	1989
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO 121	1990
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 665	1994
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459	2022
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO 1339	2020
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO 1398	2021
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO 1501	2023
<i>United States v. Redwood Office Products, Inc.</i>	1	OCAHO 193	1990
<i>United States v. Sal's Lounge</i>	15	OCAHO 1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457	2022
	17	OCAHO 1457a	2022
<i>United States v. Treescapes, Inc.</i>	15	OCAHO 1389	2021
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO 1503	2023
<i>United States v. Yakoff Vshivkoff d/b/a Northwest Reforestation Connections Company</i>	1	OCAHO 88	1989
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426	2022

TOPICAL INDEX

04/30/2024

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

TOPICAL INDEX

04/30/2024

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1096 2003

ARBITRATION

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

TOPICAL INDEX

04/30/2024

Jenliih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1096 2003

ATTORNEY

Tareq Ziad Fourad Zakarneh v. Intel Corporation

16 OCAHO 1414b 2022

ALJ Accepted Oral Notice of Appearance at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439a 2022

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

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464 2022

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center

18 OCAHO 1490 2023

TOPICAL INDEX

04/30/2024

ALJ Exercised Discretion to Accept Untimely Notice of Appearance

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438e 2023

ATTORNEY

Appearance

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

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

Johnson v. Florida Power Corporation 7 OCAHO 981 1997

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

United States v. Black Belt Security & Investigation, LLC 17 OCAHO 1456d 2024

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

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

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

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

United States v. Mourad Abu Remileh 4 OCAHO 680 1994

United States v. Pasquel Hermanos, Inc. 18 OCAHO 1506 2023

TOPICAL INDEX

04/30/2024

United States v. Zia Gul Zekreya 4 OCAHO 683 1994

ATTORNEY

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

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

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

United States v. Black Belt Security & Investigation, LLC 17 OCAHO 1456d 2024

United States v. PJ's of Texas 18 OCAHO 1524 2024

US Tech Workers et al. v. Avant, LLC 19 OCAHO 1537 2024

US Tech Workers et al. v. Calamos Investments 19 OCAHO 1538 2024

US Tech Workers et al. v. Deere & Company 19 OCAHO 1539 2024

US Tech Workers et al. v. University of Chicago 19 OCAHO 1542 2024

US Tech Workers et al. v. W.W. Grainger, Inc. 19 OCAHO 1540 2024

US Tech Workers et al. v. Walgreens 19 OCAHO 1541 2024

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

TOPICAL INDEX

04/30/2024

Attorney Provided Last-Known Address for Respondent in Withdrawal Motion

<i>United States v. HDB Network Technology, Inc.</i>	18	OCAHO	1483	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436a	2023

ATTORNEY

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

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

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

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
	17	OCAHO	1456d	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022

TOPICAL INDEX

04/30/2024

ATTORNEY

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

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

TOPICAL INDEX

04/30/2024

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

ATTORNEY

Duty to Notify OCAHO and Opposing Party of Change in Address

United States v. PJ's of Texas 18 OCAHO 1524 2024

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

TOPICAL INDEX

04/30/2024

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

ATTORNEY

Generally

<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	2004
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	2003
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	713	1994
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	1996
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	1995

Notice of Appearance

TOPICAL INDEX

04/30/2024

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506	2023
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

ATTORNEY

Order Clarifying Party Representation

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
--	----	-------	-------	------

Order Requiring Filing of Notice of Appearance

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

Representation

TOPICAL INDEX

04/30/2024

United States v. Black Belt Security & Investigation, LLC 17 OCAHO 1456d 2024

ATTORNEY

Request for Hearing Continuance Due to Unavailability of Co-Counsel

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

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. Black Belt Security & Investigations, LLC 17 OCAHO 1456c 2023

United States v. Blueberry Hill Family Restaurant, Inc. 4 OCAHO 704 1994

TOPICAL INDEX

04/30/2024

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479b	2023
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

ATTORNEY

Withdrawal

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO	900	1996
<i>United States v. Continental Sports Corporation</i>	5	OCAHO	799	1995
	5	OCAHO	799	1995
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	1995
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	1994
	4	OCAHO	682	1994
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO	618	1994
<i>United States v. HDB Network Technology, Inc.</i>	18	OCAHO	1483	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436a	2023

TOPICAL INDEX

04/30/2024

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

ATTORNEY FEES

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

TOPICAL INDEX

04/30/2024

ATTORNEY FEES

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

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO 1254	2015
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO 1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO 1320	2019

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

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO 1225	2014
---	----	------------	------

Attorney Fees Can Be Awarded Only to a Prevailing Party

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388b	2021
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO 1225	2014
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362g	2024

TOPICAL INDEX

04/30/2024

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

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

ATTORNEY FEES

Attorney Fees Not Permitted as Sanction for Frivolous Filing

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

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

1 OCAHO 44 1989

TOPICAL INDEX

04/30/2024

ATTORNEY FEES

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

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	2015
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019

Dismissal

Pro Se

<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1103	2003
---	---	-------	------	------

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

<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	2014
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

Fees Calculated By Lodestar Method

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

ATTORNEY FEES

Generally

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

Chand Wije v. Barton Springs/Edwards Aquifer 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

7 OCAHO 952 1997

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

TOPICAL INDEX

04/30/2024

<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO 566	1993
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO 44	1989
	1	OCAHO 44	1989
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO 926	1997
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO 1134	2010
<i>United States v. Applied Computer Technology</i>	2	OCAHO 306	1991
<i>United States v. Auburn University</i>	4	OCAHO 646	1994
	4	OCAHO 662	1994
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO 467	1992
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO 270	1990
	1	OCAHO 216	1990
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO 1070	2001
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO 119	1989
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO 864	1996
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990
	2	OCAHO 303	1991
	1	OCAHO 274	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO 303	1991
	2	OCAHO 308	1991
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO 711	1994
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 955	1997

ATTORNEY FEES

Motion for Attorney's Fees

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362g	2024
--------------------------------------	----	-------------	------

No Authority Supporting Award of Attorney Fees for Bringing Motion to Compel

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388d	2021
--	----	-------------	------

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

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

TOPICAL INDEX

04/30/2024

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

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

ATTORNEY FEES

Not Permitted as Sanction for Failure to Comply With Discovery Order

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

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

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

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 2015

Prevailing Complainant Not Awarded Costs and Other Expenses

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

TOPICAL INDEX

04/30/2024

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

ATTORNEY FEES

Prevailing Party

Chand Wije v. Barton Springs/Edwards Aquifer 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

TOPICAL INDEX

04/30/2024

Victor B. Palma v. Alufase USA, LLC

10 OCAHO 1213 2014

ATTORNEY FEES

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

TOPICAL INDEX

04/30/2024

<i>Brian Emilio Gonzalez-Hernandez v. Arizona Family Health Partnership</i>	11	OCAHO	1254	2015
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	11	OCAHO	1225	2014
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019

ATTORNEY FEES

Prevailing Respondent Bears the Burden of Proof to Show Entitlement to Award of Attorney's Fees

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019

Pro Se

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	1995
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	566	1993
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	1994

TOPICAL INDEX

04/30/2024

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

ATTORNEY FEES

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

Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Self

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

Pro Se Litigant Who Is An Attorney is not Entitled to Claim Attorney's Fees for Representing Self

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

Reasonableness Standard

TOPICAL INDEX

04/30/2024

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

ATTORNEY FEES

Request for Attorney Fees Denied as Premature

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
	14	OCAHO	1362g	2024

Request for Attorney Fees for Motion to Compel Denied as Premature

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024

TOPICAL INDEX

04/30/2024

ATTORNEY FEES

Sovereign

<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO 1070	2001
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995
<i>United States v. Zabala Vineyards</i>	6	OCAHO 844	1996
	6	OCAHO 844	1996

Substantial Justification

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO 761	1995
--	---	-----------	------

Supreme Court Holding

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
--	---	-----------	------

TOPICAL INDEX

04/30/2024

ATTORNEY FEES

Tax Protester

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

ATTORNEY/CLIENT

A Non-Attorney May Represent a Party in OCAHO Proceedings Only Upon Approval by the ALJ

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO 1321a	2019
--	----	-------------	------

Attorney Fees

<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO 406	1992
--	---	-----------	------

TOPICAL INDEX

04/30/2024

<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Errol Williams v. Lucas & Associates</i>	1	OCAHO 254	1990
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 570	1993
<i>Fordjour v. General Dynamics</i>	1	OCAHO 286	1991
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 255	1990
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
	1	OCAHO 266	1990
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 493	1993
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO 566	1993
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO 323	1991
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO 425	1992
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO 438	1992
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO 174	1990
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO 442	1992
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO 210	1990
	1	OCAHO 107	1989

TOPICAL INDEX

04/30/2024

<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO 283	1991
	1	OCAHO 293	1991
<i>United States v. Weld County School District</i>	2	OCAHO 378	1991
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO 29	1988
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO 489	1993

ATTORNEY/CLIENT

Attorney Provided Last-Known Address for Respondent in Withdrawal Motion

<i>United States v. HDB Network Technology, Inc.</i>	18	OCAHO 1483	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436a	2023

Attorney Work Product

<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO 911	1997
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018

TOPICAL INDEX

04/30/2024

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
	12	OCAHO	1285	2016

ATTORNEY/CLIENT

Attorney-Client Privilege

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

Attorney-Client Privilege Does Not Protect Facts and Should Be Narrowly Construed

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

TOPICAL INDEX

04/30/2024

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

13 OCAHO 1320 2019

ATTORNEY/CLIENT

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

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

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

13 OCAHO 1320 2019

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

United States v. Rose Acre Farms, Inc.

12 OCAHO 1285a 2018

12 OCAHO 1285 2016

Generally

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center

10 OCAHO 1131 2009

Aranka M. Palancz v. Cedars Medical Center

3 OCAHO 443 1992

TOPICAL INDEX

04/30/2024

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1087 2002

ATTORNEY/CLIENT

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

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1087 2002

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1087 2002

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1087 2002

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1087 2002

Krzysztof Zarazinski v. Anglo Fabrics, Company

4 OCAHO 643 1994

TOPICAL INDEX

04/30/2024

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

ATTORNEY/CLIENT

Representation

<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO	1131	2009
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	2004
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	2003
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1034	1999
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	1990
<i>John R. Alvarez v. Interstate Highway Construction</i>	2	OCAHO	385	1991
<i>Lee v. AT&T</i>	7	OCAHO	924	1997
<i>Lee v. AT&T</i>	7	OCAHO	924	1997
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	3	OCAHO	543	1993

TOPICAL INDEX

04/30/2024

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

ATTORNEY/CLIENT

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

United States v. Edgemont Group, LLC 17 OCAHO 1470c 2023

United States v. El Camino, LLC 18 OCAHO 1479b 2023

United States v. PJ's of Texas 18 OCAHO 1524 2024

United States v. Upright Installation Services, Corp. 18 OCAHO 1494 2023

Withdrawal

Leonid Naginsky v. Department of Defense 5 OCAHO 795 1995

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

TOPICAL INDEX

04/30/2024

United States v. San Diego Semiconductors, Inc.

1 OCAHO 179 1990

AUTHORITY OF OCAHO

ALJ Conducted Conference With One Party Absent Where No Prejudice Would Arise

United States v. R&V Steel Erectors Systems, Inc.

18 OCAHO 1501 2023

ALJ Exercised Discretion to Accept Filing Electronically

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

16 OCAHO 1438f 2023

ALJ Exercised Discretion to Accept Procedurally Deficient

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456b 2023

TOPICAL INDEX

04/30/2024

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

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023

AUTHORITY OF OCAHO

ALJ Has Authority to Consider Motion for Preliminary Injunction

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
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ALJ Has Authority to Decide A Motion to Extend Discovery Timeframe

<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022

TOPICAL INDEX

04/30/2024

ALJ Has Authority to Issue a Preliminary Injunction

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

AUTHORITY OF OCAHO

ALJ Has Authority to Seek Assistance in Perfecting Service of Complaint

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

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

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

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

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

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

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

18 OCAHO 1523 2024

TOPICAL INDEX

04/30/2024

ALJ Has Authority to Seek Party Assistance in Perfecting Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

AUTHORITY OF OCAHO

ALJ Has Discretion to Bifurcate Resolution of Issues Raised in Motion

<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
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ALJ Has No Authority to Issue Order Protecting Party From Harassment Unrelated to Discovery

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

TOPICAL INDEX

04/30/2024

AUTHORITY OF OCAHO

ALJ Has Obligation to Disclose Under OCAHO Rules and Administrative Procedure Act

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437 2022

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

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

Leonarda Ramirez v. Sam's Club 18 OCAHO 1525 2024

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

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

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

ALJ May Impose Sanctions For Failure to Comply With a Discovery Order

TOPICAL INDEX

04/30/2024

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023

AUTHORITY OF OCAHO

ALJ May Issue Stay of Proceedings Sua Sponte

<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022

TOPICAL INDEX

04/30/2024

AUTHORITY OF OCAHO

ALJ May Limit the Frequency or Extent of the Methods of Discovery

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

ALJ May Narrow Discovery Request If ALJ Finds the Request to be Overbroad

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

ALJ's Authority to Issue Protective Orders Is Limited to Discovery-Related Matters

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

Apparent or Implied

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

TOPICAL INDEX

04/30/2024

<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO 25	1988
	1	OCAHO 25	1988
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990

AUTHORITY OF OCAHO

Availability of Administrative Review in Cases Arising Under Section 1324b

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

Cease and Desist Order Inapplicable to Paperwork Violations

<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO 1403	2021
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023

Court Cannot "Fix" a Discovery Request to Reflect Requesting Party's Intent

TOPICAL INDEX

04/30/2024

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

AUTHORITY OF OCAHO

Court Cannot Compel Interrogatory Response If Request Itself is Unclear

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Court Cannot Order A Party to Perform Discovery Action If Request Itself Is Unclear

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Court May Dismiss Complaint Sua Sponte Should Service Not Be Accomplished

United States v. DJ's Transport

18 OCAHO 1488 2023

Court's Inherent Power to Stay Proceedings

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

AUTHORITY OF OCAHO

Extension of Settlement Officer Program Referral Upon Request by Settlement Officer

<i>Efrain Inocencio Vega v. BFS Asset Holding LLC</i>	19	OCAHO	1534	2024
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

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

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

AUTHORITY OF OCAHO

Generally

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

Granting Requested Subpoena is Discretionary

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

16 OCAHO 1432g 2023

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

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

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

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428	2022
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO 1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO 1444	2022

AUTHORITY OF OCAHO

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

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510b	2024
---	----	-------------	------

Limit Scope of Discovery

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

OCAHO ALJs May Consider Motions for Clarification

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

AUTHORITY OF OCAHO

OCAHO ALJs May Issue Subpoenas on Their Own Initiative

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

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

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

TOPICAL INDEX

04/30/2024

OCAHO Has Broad Authority to Control Discovery

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

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

AUTHORITY OF OCAHO

OCAHO Lacks Authority to Issue Restraining Orders

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

OCAHO Lacks Jurisdiction Over Naturalization Process and Naturalization Applications

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

OCAHO Rules Vest ALJ With All Appropriate Powers to Regulate Proceedings

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

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530b	2024
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023

AUTHORITY OF OCAHO

Order Granting Extension of Settlement Officer Program Referral Period

<i>Efrain Inocencio Vega v. BFS Asset Holding LLC</i>	19	OCAHO	1534	2024
---	----	-------	------	------

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

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

AUTHORITY OF OCAHO

Regulatory

<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	1994
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	2005
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	1994
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417e	2024

TOPICAL INDEX

04/30/2024

Sanctions

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1104	2004
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462d	2024
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO 1332c	2020

AUTHORITY OF OCAHO

Service of Complaint

<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO 1525	2024
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO 1508	2023
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO 1523	2024

Settlement Officer May Request Extension of Referral Period With Consent of Parties

<i>Efrain Inocencio Vega v. BFS Asset Holding LLC</i>	19	OCAHO 1534	2024
---	----	------------	------

TOPICAL INDEX

04/30/2024

Statutory

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
	4	OCAHO 601	1994
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417e	2024

AUTHORITY OF OCAHO

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

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454a	2022
---	----	-------------	------

BACK PAY

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

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

Back Pay Reduced by Interim Earnings

TOPICAL INDEX

04/30/2024

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

BACK PAY

Back Pay Should Only Be Denied in Exceptional Cases

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
---	----	-------	-------	------

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

<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
---	----	-------	------	------

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

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

BACK PAY

Definition

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

Document Abuse

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

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

Duty to Mitigate Damages Under Section 1324b

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

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

TOPICAL INDEX

04/30/2024

Employer Bears the Burden of Demonstrating Interim Earnings

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

BACK PAY

Evidence of Other Employment Is Relevant to Back Pay Determination

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

Factor ALJ Considers in Calculating Back Pay

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Factors ALJ Considers in Calculating Back Pay

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

Generally

<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO 538	1993
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO 486	1993
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO 659	1994
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO 1041	1999

BACK PAY

Mixed Motive Discrimination

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

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

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362g	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

TOPICAL INDEX

04/30/2024

BACK PAY

Statutory

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

BANKRUPTCY

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

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

Defense(s)

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

Generally

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

TOPICAL INDEX

04/30/2024

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

BURDEN OF PROOF

<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO 1439	2022
--	----	------------	------

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

TOPICAL INDEX

04/30/2024

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

BURDEN OF PROOF

At Hearing on Merits, Complainant Must Prove Factual Allegations by Preponderant Evidence

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Continuance

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

Damages

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

TOPICAL INDEX

04/30/2024

Discovery

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
	16	OCAHO	1438b	2022

BURDEN OF PROOF

Document Fraud

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020

Employee

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	2000
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	1996
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	1996

TOPICAL INDEX

04/30/2024

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

BURDEN OF PROOF

Generally

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO 577	1993
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO 526	1993
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO 785	1995
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO 824	1995
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO 586	1993
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO 569	1993
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003

TOPICAL INDEX

04/30/2024

<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	2002
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	1996
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1035	1999
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	1993
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	1996
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	1993
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	1995
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	1993
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	1991
	2	OCAHO	352	1991
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	1993
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO	889	1996
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	1994
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	1993

TOPICAL INDEX

04/30/2024

<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO 489	1993

BURDEN OF PROOF

Government

<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO 1145	2012
--	----	------------	------

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

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355a	2020
	14	OCAHO 1355	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO 1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO 1338	2020
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO 1258	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO 1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

BURDEN OF PROOF

Government Bears the Burden of Proof for Liability and Penalty

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

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014

TOPICAL INDEX

04/30/2024

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

BURDEN OF PROOF

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

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
	14	OCAHO	1349	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023

TOPICAL INDEX

04/30/2024

BURDEN OF PROOF

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

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

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

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

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

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

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

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

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

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

TOPICAL INDEX

04/30/2024

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

11 OCAHO 1267 2016

BURDEN OF PROOF

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

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. Commander Produce, LLC

16 OCAHO 1428c 2022

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416a 2022

16 OCAHO 1416b 2023

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge

15 OCAHO 1412 2022

Government Met Burden of Proving Unauthorized Status of Some Employees

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 2015

11 OCAHO 1247 2015

United States v. Visiontron Corp.

13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

BURDEN OF PROOF

Government Must Prove Aggravating Factor by Preponderance of Evidence

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO 1244	2015
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO 1218	2014
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO 1239	2014
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO 1245	2015
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO 1197	2013

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO 1276	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO 1290	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
	16	OCAHO 1436b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO 1192	2013
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO 1191	2013

BURDEN OF PROOF

If Government Fails to Develop Record on Statutory Factor, ALJ May Treat It As Neutral or Mitigating

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416b	2023
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Impact of Witness Credibility on Whether Party Has Met Its Burden

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375k	2023
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In Considering Non-Statutory Factor, Facts Must Support Favorable Exercise of Discretion

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO 1218	2014
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021

TOPICAL INDEX

04/30/2024

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

BURDEN OF PROOF

Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

McDonnell Douglas Burden-Shifting Framework

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Mitigation

TOPICAL INDEX

04/30/2024

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

BURDEN OF PROOF

Non-Selection Claim Under 8 U.S.C. Section 1324b(a)(1)

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

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

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

BURDEN OF PROOF

TOPICAL INDEX

04/30/2024

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

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

BURDEN OF PROOF

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

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

Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams 18 OCAHO 1481 2023

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

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

United States v. El Camino, LLC 18 OCAHO 1479c 2023

United States v. KLJ Leasing, LLC 16 OCAHO 1446a 2023

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475 2023

17 OCAHO 1475c 2023

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

TOPICAL INDEX

04/30/2024

BURDEN OF PROOF

Party Moving for Preliminary Injunction Bears Burden of Persuasion

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

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

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

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

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

BURDEN OF PROOF

Party Requesting Subpoena Has Burden of Proof to Establish Relevance

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023
	16	OCAHO	1426e	2023

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

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450b	2022
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Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

TOPICAL INDEX

04/30/2024

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

BURDEN OF PROOF

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

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

TOPICAL INDEX

04/30/2024

BURDEN OF PROOF

Party Seeking Protective Order Has Burden of Showing Good Cause

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464b 2023

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

Party With Burden of Proof Loses If Evidence Is Equally Balanced or Record Is Inconclusive

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Petitioner Bears Burden of Proving that an Administrative Subpoena is Unduly Burdensome

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

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

TOPICAL INDEX

04/30/2024

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
	14	OCAHO	1384	2020

BURDEN OF PROOF

Retaliation

<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	2017
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO	1202	2013
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	1995
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

Retaliation Claim Under 8 U.S.C. Section 1324b(a)(5)

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

BURDEN OF PROOF

Sanctions

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

16 OCAHO 1438b 2022

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

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

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

TOPICAL INDEX

04/30/2024

United States v. Maverick Construction LLC

15 OCAHO 1405 2021

BURDEN OF PROOF

Withdrawal

United States v. Auburn University

4 OCAHO 662 1994

CEASE AND DESIST

Cease and Desist Order Inapplicable to Paperwork Violations

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant

15 OCAHO 1403 2021

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

Document Fraud Violation

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

United States v. Leticia Velarde

14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya

14 OCAHO 1380a 2021

TOPICAL INDEX

04/30/2024

CEASE AND DESIST

Generally

<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO 19	1988
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO 146	1990
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989

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

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO 1256	2015

Paperwork Requirement(s)/Violation(s)

<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO 19	1988
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO 554	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO 554	1993
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO 5	1988
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO 28	1988
	1	OCAHO 28	1988
<i>United States v. National P.R. Engineer Corporation</i>	1	OCAHO 146	1990
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO 83	1989
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992
<i>United States v. Student Exchange International, Inc.</i>	1	OCAHO 117	1989
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO 596	1994

CERTIFICATION

Form I-9

<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO 737	1995
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993

Generally

TOPICAL INDEX

04/30/2024

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

CERTIFICATION

Order(s)

United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 1993

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

5 OCAHO 760 1995

United States v. Pedro Dominguez 6 OCAHO 876 1996

6 OCAHO 876 1996

6 OCAHO 876 1996

6 OCAHO 876 1996

United States v. Power Operating Company 3 OCAHO 561 1993

CHIEF ADMINISTRATIVE HEARING OFFICER

Affirmation(s)

United States v. Kaday Musu Thoronka 5 OCAHO 772 1995

TOPICAL INDEX

04/30/2024

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

**CHIEF ADMINISTRATIVE HEARING
OFFICER**

ALJ Invited Supplemental Briefing In Light of CAHO Order

<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO 1463a	2023
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Authority and Jurisdiction to Review

<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO 1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO 1393a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO 1371a	2022
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO 358	1991
	2	OCAHO 358	1991
	2	OCAHO 381	1991
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO 181	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 783	1995
	5	OCAHO 783	1995
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 63	1989
	1	OCAHO 63	1989
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
<i>United States v. Maka's Akamai Service</i>	1	OCAHO 36	1988
	1	OCAHO 36	1988
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1183	2013
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 78	1989
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO 182	1990
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 112	1989
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO 1181	2013

**CHIEF ADMINISTRATIVE HEARING
OFFICER**

TOPICAL INDEX

04/30/2024

Availability of Administrative Review in Cases Arising Under Section 1324b

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

CHIEF ADMINISTRATIVE HEARING OFFICER

Certification(s)

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996

Generally

<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	4	OCAHO 717	1994
	4	OCAHO 717	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 783	1995
	5	OCAHO 783	1995
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO 576	1993

CHIEF ADMINISTRATIVE HEARING OFFICER

Modification by the Chief Administrative Hearing Officer

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
---	----	------------	------

Modification(s)

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 699	1994
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO 908	1997
	6	OCAHO 908	1997
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO 732	1995
	5	OCAHO 732	1995
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995
<i>United States v. Mohammed Noorealam</i>	5	OCAHO 797	1995
	5	OCAHO 797	1995
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO 724	1995
	5	OCAHO 724	1995
<i>United States v. Simon Osagie Iyawe</i>	5	OCAHO 744	1995

CHIEF ADMINISTRATIVE HEARING OFFICER

Notification of administrative review

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
---	----	------------	------

CITATION/CITATION PERIOD

Citation as Notice of Statutory Violation

<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO 279	1990
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988

TOPICAL INDEX

04/30/2024

Generally

<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO 109	1989
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO 433	1992
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 78	1989
<i>United States v. The Body Shop</i>	1	OCAHO 149	1990
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO 122	1990

CITATION/CITATION PERIOD

Standard for Issuing a Citation (Reason to believe)

<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 78	1989
<i>United States v. The Body Shop</i>	1	OCAHO 149	1990

CIVIL MONEY PENALTY

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

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

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

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

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

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

United States v. Metropolitan Warehouse, Inc. 10 OCAHO 1207 2013

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

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

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

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

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

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

TOPICAL INDEX

04/30/2024

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	2013
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

Absence of Bad Faith Does Not Necessarily Show Good Faith

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
--	----	-------	------	------

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016

CIVIL MONEY PENALTY

Aggravation

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

TOPICAL INDEX

04/30/2024

Aggravation - Lack of Good Faith

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

CIVIL MONEY PENALTY

Aggravation Based on Employer's Size of Business

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

ALJ Can Consider Public Policy of Leniency to Small Entities

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

CIVIL MONEY PENALTY

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

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
-------------------------------------	----	-------	------	------

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

TOPICAL INDEX

04/30/2024

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	2014
	11	OCAHO	1217	2014

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

TOPICAL INDEX

04/30/2024

<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO 1201	2013
<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Durable, Inc.</i>	11	OCAHO 1231	2014
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
	16	OCAHO 1416b	2023

CIVIL MONEY PENALTY

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

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

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

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021
---	----	-------------	------

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

TOPICAL INDEX

04/30/2024

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

ALJ May Not Assess Penalties Above Maximum Permitted by Department of Justice Regulations

<i>United States of America v. Danielle Messineo</i>	14	OCAHO	1367	2020
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020

ALJ Not Bound by ICE's Method of Calculating Penalties

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019

TOPICAL INDEX

04/30/2024

United States v. Metropolitan Enterprises, Inc.

12 OCAHO 1297 2017

United States v. Visiontron Corp.

13 OCAHO 1348 2020

CIVIL MONEY PENALTY

ALJ Not Required to Make Individualized Findings Regarding Each Violation

*Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement;
Office of the Chief Administrative Hearing Officer*

10 OCAHO 1201 2013

An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table

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

10 OCAHO 1209 2014

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

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

United States of America v. Danielle Messineo

14 OCAHO 1367 2020

14 OCAHO 1367 2020

TOPICAL INDEX

04/30/2024

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Assessment of Penalty Greater Than Requested

<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO	1023	1999
---	---	-------	------	------

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)

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

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

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

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

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

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

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

11 OCAHO 1247 2015

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

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

United States v. Kobe Sakura Japanese, Inc. 10 OCAHO 1205 2013

TOPICAL INDEX

04/30/2024

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	2013
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	2013
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	2013
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	2013
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	2013
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	2013
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Calculating Inflation-Adjusted Penalty Ranges for Violations of 8 U.S.C. Section 1324a

<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023

TOPICAL INDEX

04/30/2024

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

United States v. Durable, Inc.

11 OCAHO 1231 2014

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 2014

CIVIL MONEY PENALTY

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

United States v. Durable, Inc.

11 OCAHO 1229 2014

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

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

11 OCAHO 1256 2015

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

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

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

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

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

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

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

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

Definition

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

TOPICAL INDEX

04/30/2024

Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 2014

CIVIL MONEY PENALTY

Determining the Date of Assessment for Penalties for Violations of 8 U.S.C Section 1324a

United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites 17 OCAHO 1463a 2023

United States v. Edgemont Group, LLC 17 OCAHO 1470c 2023

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

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

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

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

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

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

Document Abuse

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

Document Fraud

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

Double Jeopardy

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	1996
	5	OCAHO	811	1995

Draining Funds From Business Before Civil Penalty Undercuts Ability to Pay

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
---	----	-------	-------	------

Eighth Amendment

TOPICAL INDEX

04/30/2024

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO	637	1994

CIVIL MONEY PENALTY

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

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	2014
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Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
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Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation

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

TOPICAL INDEX

04/30/2024

Employer's Failure to Reverify Employee's Expired Employment Authorization Is Serious Violation

United States v. Visiontron Corp.

13 OCAHO 1348 2020

CIVIL MONEY PENALTY

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

United States v. Visiontron Corp.

13 OCAHO 1348 2020

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

TOPICAL INDEX

04/30/2024

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014

CIVIL MONEY PENALTY

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

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	2013
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	2013
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	2013
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	2013
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	2013
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

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

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

Excessive Money Penalties

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

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

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

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

United States v. La Hacienda Mexican Café 10 OCAHO 1167 2013

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

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

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet 10 OCAHO 1192 2013

United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant 10 OCAHO 1194 2013

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	6	OCAHO 878	1996
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO 1189	2013
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO 1195	2013

CIVIL MONEY PENALTY

Excessiveness Determined Relative to Characteristics of Offense, Not Offender

<i>United States v. Durable, Inc.</i>	11	OCAHO 1221	2014
---------------------------------------	----	------------	------

Factors

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO 992	1998
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416b	2023
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1132	2010
<i>United States v. Pedro Dominguez</i>	8	OCAHO 1000	1998

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	8	OCAHO 1000	1998
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO 958	1997
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO 1137	2010

CIVIL MONEY PENALTY

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

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO 1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO 1319	2019
<i>United States v. Visiontron Corp.</i>	13	OCAHO 1348	2020

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

<i>United States v. Durable, Inc.</i>	11	OCAHO 1231	2014
---------------------------------------	----	------------	------

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

TOPICAL INDEX

04/30/2024

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

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

CIVIL MONEY PENALTY

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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

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

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

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

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

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Failure to Prepare I-9 Among Most Serious Paperwork Violations

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

CIVIL MONEY PENALTY

Failure to Prepare I-9 More Serious Than Paperwork Violations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014

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

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
--	----	-------	------	------

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

TOPICAL INDEX

04/30/2024

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

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

CIVIL MONEY PENALTY

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

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

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

Failure to Submit Filing on Penalties May Constitute Waiver of Right to Be Heard on Penalties

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

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

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

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

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

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

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

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

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

Generally

Maria Fuentes v. Grace Culinary Systems 6 OCAHO 873 1996

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

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

United States v. A-Plus Roofing, Inc. 1 OCAHO 209 1990

TOPICAL INDEX

04/30/2024

<i>United States v. Applied Computer Technology</i>	2	OCAHO 367	1991
	2	OCAHO 367	1991
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO 862	1996
	6	OCAHO 862	1996
<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO 719	1994
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO 151	1990
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO 511	1993
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO 299	1991
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO 453	1992
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO 803	1995
<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO 19	1988
<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO 109	1989
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
	1	OCAHO 67	1989
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Cristina Galeas</i>	5	OCAHO 790	1995
<i>United States v. Danny Mathis d/b/a Mathis Masporo</i>	5	OCAHO 752	1995
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 575	1993
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO 125	1990
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO 127	1990
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 316	1992
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO 1172	2013
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO 420	1992
<i>United States v. Felipe, Inc.</i>	1	OCAHO 108	1989
	1	OCAHO 93	1989
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO 697	1994
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO 175	1990
<i>United States v. Giambli Enterprises</i>	5	OCAHO 817	1995
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO 887	1996
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO 315	1991

TOPICAL INDEX

04/30/2024

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

TOPICAL INDEX

04/30/2024

<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO 45	1989
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO 448	1992
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 552	1993
<i>United States v. Monfort, Inc.</i>	4	OCAHO 597	1994
<i>United States v. Nancy Mubarki</i>	5	OCAHO 816	1995
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO 262	1990
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1132	2010
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO 427	1992
	2	OCAHO 319	1991
	2	OCAHO 377	1991
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. Pedro Dominguez</i>	7	OCAHO 972	1997
	7	OCAHO 972	1997

TOPICAL INDEX

04/30/2024

<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993
	3	OCAHO 559	1993
	3	OCAHO 559	1993
	3	OCAHO 559	1993
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO 50	1989
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
<i>United States v. San Ysidro Ranch</i>	1	OCAHO 183	1990
<i>United States v. Satarain, Individually</i>	3	OCAHO 557	1993
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO 465	1992
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO 297	1991
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO 1137	2010
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
	3	OCAHO 563	1993

TOPICAL INDEX

04/30/2024

<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO 191	1990
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 445	1992
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO 422	1992
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 449	1992
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO 155	1990
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

CIVIL MONEY PENALTY

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

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO 1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO 1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO 1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO 1276	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO 1255	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Good Faith Compliance

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

TOPICAL INDEX

04/30/2024

Good Faith Defense

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

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

TOPICAL INDEX

04/30/2024

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

CIVIL MONEY PENALTY

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

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

United States v. Executive Cleaning Services of Long Island, Ltd.

13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

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

11 OCAHO 1258 2015

United States v. Homestead Metal Recycling Corp.

11 OCAHO 1251 2015

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

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

12 OCAHO 1286 2016

United States v. Keegan Varitey, LLC

11 OCAHO 1238 2014

United States v. Niche, Inc.

11 OCAHO 1250 2015

United States v. Visiontron Corp.

13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

Government Bears the Burden of Proof for Liability and Penalty

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

CIVIL MONEY PENALTY

Government Bears the Burden of Proof on Penalty and Aggravating Factors

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

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

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

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

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

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

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

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

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
	16	OCAHO	1416b	2023
<i>United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge</i>	15	OCAHO	1412	2022

TOPICAL INDEX

04/30/2024

Government Must Prove Aggravating Factor by Preponderance of Evidence

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	2013
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	2013
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	2013
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	2013
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014

CIVIL MONEY PENALTY

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022

CIVIL MONEY PENALTY

High Compliance Rate May Be Evidence of Good Faith

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
--	----	-------	-------	------

High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
--	----	-------	------	------

ICE Fine Guidelines Have No Binding Effect on OCAHO

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

ICE Guidelines

<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	2013
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

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

United States v. Senox Corporation 11 OCAHO 1219 2014

If Government Fails to Develop Record on Statutory Factor, ALJ May Treat It As Neutral or Mitigating

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

Illegal Alien(s)

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

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

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5 OCAHO 803 1995

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Giambli Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO 945	1997
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO 637	1994
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO 853	1996

CIVIL MONEY PENALTY

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

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO 1384	2020

INS Guidelines

TOPICAL INDEX

04/30/2024

<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO 986	1998
<i>United States v. Pedro Dominguez</i>	8	OCAHO 1000	1998
	8	OCAHO 1000	1998
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO 730	1995

CIVIL MONEY PENALTY

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

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO 1204	2013
---	----	------------	------

Insufficiently Developed Record May Be Considered as Non-Statutory Factor

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416b	2023
--	----	-------------	------

Knowing Hire

TOPICAL INDEX

04/30/2024

<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO 1166	2013
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998

CIVIL MONEY PENALTY

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO 1240	2015
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO 1224	2014

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

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO 1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO 1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO 1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO 1314	2018

TOPICAL INDEX

04/30/2024

<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	2013
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Lack of Prosecutorial Interest May Be Considered as Non-Statutory Factor

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
--	----	-------	-------	------

Leniency Toward Small Entities

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

Mitigation

<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	246	1990
	1	OCAHO	246	1990
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO	494	1993
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	1996
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	2011
<i>United States v. American McNair, Inc.</i>	1	OCAHO	285	1991
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO 462	1992
<i>United States v. Applied Computer Technology</i>	2	OCAHO 367	1991
	2	OCAHO 367	1991
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO 200	1990
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. Boo Bears Den</i>	1	OCAHO 71	1989
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO 310	1991
	1	OCAHO 226	1990
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO 565	1993
	3	OCAHO 536	1993
<i>United States v. Busy Corner Sportswear, Inc.</i>	3	OCAHO 511	1993
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO 307	1991
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO 299	1991
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO 453	1992
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO 714	1994
<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO 434	1992

TOPICAL INDEX

04/30/2024

<i>United States v. Charles C. W. Wu d/b/a Airport Budget Hotel</i>	3	OCAHO 434	1992
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 369	1991
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO 803	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
	1	OCAHO 67	1989
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	4	OCAHO 717	1994
	4	OCAHO 717	1995
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 575	1993
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO 125	1990
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO 933	1997
	7	OCAHO 933	1997
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO 342	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 316	1992
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO 360	1991
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO 592	1994
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
	3	OCAHO 591	1993
<i>United States v. Felipe, Inc.</i>	1	OCAHO 93	1989
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO 1150	2012
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO 868	1996
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO 175	1990
<i>United States v. Giambli Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO 627	1994
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO 315	1991
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO 1147	2012

TOPICAL INDEX

04/30/2024

<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1147	2012
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	1990
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO	311	1991
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO	756	1995
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	2011
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	260	1990
	1	OCAHO	264	1990
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	1990
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	300	1991
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO	394	1990
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	478	1992
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	1993
	3	OCAHO	512	1993
<i>United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection</i>	3	OCAHO	403	1992
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	1989
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	1995
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	1992

TOPICAL INDEX

04/30/2024

<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO 24	1988
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO 157	1990
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO 166	1990
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO 309	1991
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO 448	1992
<i>United States v. Masoud Pour d/b/a La Plaza Restaurant</i>	1	OCAHO 164	1990
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO 154	1990
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 587	1993
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO 1013	1998
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO 825	1995
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO 221	1990
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1132	2010
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO 427	1992
	2	OCAHO 377	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO 652	1994
<i>United States v. Pedro Dominguez</i>	8	OCAHO 1000	1998
	8	OCAHO 1000	1998
<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO 1143	2012
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993
	3	OCAHO 559	1993
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO 692	1994
<i>United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant</i>	3	OCAHO 424	1992
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993
	4	OCAHO 637	1994
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO 447	1992
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO 974	1997
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Robert Griffin d/b/a Griff's Landscape</i>	1	OCAHO 50	1989

TOPICAL INDEX

04/30/2024

<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO	253	1990
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	1997
	7	OCAHO	936	1997
<i>United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant</i>	3	OCAHO	435	1992
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO	273	1990
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	1997
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO	551	1993
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO	297	1991
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	1993
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	1996
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	1998
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	1994
<i>United States v. The Body Shop</i>	1	OCAHO	185	1990
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO	150	1990
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	1996
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	449	1992

TOPICAL INDEX

04/30/2024

<i>United States v. USA Café</i>	1	OCAHO 42	1989
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO 730	1995
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

CIVIL MONEY PENALTY

No Deterrent Effect When Employer Is No Longer in Business

<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO 1237	2014
---	----	------------	------

Non-Statutory Factor Considered As Matter of Equity

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021
---	----	-------------	------

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

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO 1244	2015
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO 1281	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	2013
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016

CIVIL MONEY PENALTY

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

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014

OCAHO ALJs May Review Penalty Assessments De Novo

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
	16	OCAHO	1416b	2023
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017

TOPICAL INDEX

04/30/2024

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

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

TOPICAL INDEX

04/30/2024

United States v. Senox Corporation

11 OCAHO 1219 2014

CIVIL MONEY PENALTY

OCAHO May Examine ICE Fine de novo

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

United States v. Senox Corporation

11 OCAHO 1219 2014

Offender's Resources Not Required Consideration In Assessing Penalty

United States v. Durable, Inc.

11 OCAHO 1221 2014

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

United States v. Commander Produce, LLC

16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge

15 OCAHO 1412 2022

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Order Imposing Civil Penalty in Section 1324b Case

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

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

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

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

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

CIVIL MONEY PENALTY

Pattern or Practice

<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	1994
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Penalties Near Maximum Should Be Reserved for Most Egregious Violations

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	2014
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	2014
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	2013
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	2014
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	2013
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	2014
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

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

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

Penalties Should Not Be Disproportionate to Employer's Revenue

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

Penalties Should Promote Future Compliance Without Being Unduly Punitive

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

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

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

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

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

TOPICAL INDEX

04/30/2024

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

CIVIL MONEY PENALTY

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

United States v. M & D Masonry, Inc. 10 OCAHO 1211 2014

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

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

Person or Entity

Definition

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

2 OCAHO 330 1991

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

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

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	2013

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

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Previous Violation(s)

United States v. Draper-King Cole, Inc.

7 OCAHO 933 1997

7 OCAHO 933 1997

CIVIL MONEY PENALTY

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

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

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

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

Purpose is to Deter Repeat Violations and Encourage Others to Comply

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
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Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

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

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

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Reasonable

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

Reasonableness Based On Record As Whole and Statutory Factors in Particular

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

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

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

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Sale of Fraudulent Documents Is A Serious Violation

United States v. Leticia Velarde 14 OCAHO 1384 2020

Seriousness of Violation Depends on Degree of Deviation From Verification Requirements

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

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

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

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

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

TOPICAL INDEX

04/30/2024

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014

TOPICAL INDEX

04/30/2024

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CIVIL MONEY PENALTY

Seriousness of Violation(s)

<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	2013
<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO	1141	2011
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	1997
	7	OCAHO	933	1997
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	1995
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	992	1998
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO	1150	2012
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	1996
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO	945	1997

TOPICAL INDEX

04/30/2024

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO	1139	2011
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	1997
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	2013
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO	986	1998
<i>United States v. Occupational Resource Management, Inc.</i>	10	OCAHO	1166	2013
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	1997
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	2010
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	1998
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	1994

CIVIL MONEY PENALTY

Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	2014
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	2014

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Size of Business

<i>United States v. Alyn Industries, Inc. d/b/a Electronic Source Company</i>	10	OCAHO 1141	2011
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO 933	1997
	7	OCAHO 933	1997
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO 1150	2012
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO 868	1996
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO 1169	2013
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO 1142	2011
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO 1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO 1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO 1139	2011
<i>United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo</i>	10	OCAHO 1170	2013
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO 1175	2013
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO 986	1998

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	2012
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	692	1994
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	1997
<i>United States v. Roberto C. Davila</i>	7	OCAHO	936	1997
	7	OCAHO	936	1997
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO	958	1997
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	1996
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO	1137	2010
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	1998
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	1994
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	1996
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	1995

CIVIL MONEY PENALTY

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

TOPICAL INDEX

04/30/2024

United States v. M & D Masonry

10 OCAHO 1215 2014

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

CIVIL MONEY PENALTY

Size of Business Is A Factor in Assessment of the Penalty

United States v. Visiontron Corp.

13 OCAHO 1348 2020

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

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

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

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 2016

TOPICAL INDEX

04/30/2024

Statute Does Not Prohibit Consideration of Unenumerated Factors

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

CIVIL MONEY PENALTY

Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

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

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014

CIVIL MONEY PENALTY

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

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

CIVIL MONEY PENALTY

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

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Statute Does Not Rule Out Consideration of Unenumerated Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
--	----	-------	------	------

Statutory

TOPICAL INDEX

04/30/2024

<i>United States v. Red Lobster</i>	4	OCAHO 631	1994
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996

CIVIL MONEY PENALTY

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO 1240	2015
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO 1224	2014

Summary Decision

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO 1013	1998
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1132	2010

TOPICAL INDEX

04/30/2024

CIVIL MONEY PENALTY

Supported by Record

United States v. Silverado Stages, Inc.

10 OCAHO 1182 2013

Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers

United States v. 3679 Commerce Place, Inc.

12 OCAHO 1296 2017

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 2016

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

United States v. Durable, Inc.

11 OCAHO 1229 2014

Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens

TOPICAL INDEX

04/30/2024

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

CIVIL MONEY PENALTY

There Is No Sole Permissible Method for Calculating Penalties

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

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

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

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

United States v. Senox Corporation 11 OCAHO 1219 2014

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

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

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

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

TOPICAL INDEX

04/30/2024

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

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

CIVIL MONEY PENALTY

Under Section 1324c, Government's Requested Penalty May Be Adopted If It Is Reasonable

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

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

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

TOPICAL INDEX

04/30/2024

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

CIVIL MONEY PENALTY

Weight of Each Statutory Factor Depends on Facts of Each Case

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

When Considering Ability to Pay, Court Disfavors Conclusory Statements Absent Corroboration

TOPICAL INDEX

04/30/2024

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

CIVIL MONEY PENALTY

When Considering Ability to Pay, Court Favors Evidence of Longitudinal Financial Performance

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

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

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. Hair U Wear, LLC

11 OCAHO 1268 2016

United States v. Ideal Transportation Co., Inc.

12 OCAHO 1290 2016

United States v. Keegan Varitey, LLC

11 OCAHO 1238 2014

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 2016

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

11 OCAHO 1267 2016

CLASS ACTION

TOPICAL INDEX

04/30/2024

Generally

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1097	2003
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 156	1990
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO 843	1996
<i>Jose E. Birisno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO 629	1994
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO 220	1990
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO 867	1996
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO 866	1996
	6	OCAHO 866	1996
<i>United States v. Zabala Vineyards</i>	6	OCAHO 830	1995

CLASS ACTION

Notification

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1097	2003
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO 220	1990
<i>United States v. Agripac, Inc.</i>	8	OCAHO 1012	1998

TOPICAL INDEX

04/30/2024

COLLATERAL ESTOPPEL

Collateral Estoppel Applies Only Where Same Issue is Involved in Both Prior & Present Proceeding

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Collateral Estoppel is Inapplicable to Issues Not Adjudicated on Merits

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

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 2015

11 OCAHO 1216 2014

TOPICAL INDEX

04/30/2024

Effect of Prior Guilty Plea

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

COLLATERAL ESTOPPEL

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

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

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

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

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

Inapplicable to IRCA Proceeding Initiated After Earlier Criminal Charges Had Been Dismissed

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

TOPICAL INDEX

04/30/2024

COLLATERAL ESTOPPEL

Notification

Seidou Diarrassouba v. Medallion Financial Corporation 9 OCAHO 1076 2001

Requirements for Applying Doctrine of Collateral Estoppel

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

COMPLAINT

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

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

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

TOPICAL INDEX

04/30/2024

United States v. Garcia-Guaneros

13 OCAHO 1334 2020

COMPLAINT

After An Answer Has Been Filed, Complainant Must Request Leave to Amend the Complaint

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464a 2023

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

14 OCAHO 1370 2020

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450k 2023

United States v. FRC Balance, LLC d/b/a True Food Kitchen

14 OCAHO 1366 2020

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

17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC

16 OCAHO 1446 2022

ALJ Dismissed Complaint Without Prejudice When No Timely Motion for Substitution Was Made

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427d 2023

TOPICAL INDEX

04/30/2024

ALJ Has Authority to Seek Assistance in Perfecting Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

COMPLAINT

ALJ Has Authority to Seek Party Assistance in Perfecting Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
	16	OCAHO	1428	2022

TOPICAL INDEX

04/30/2024

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

COMPLAINT

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473a	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

TOPICAL INDEX

04/30/2024

COMPLAINT

ALJ Must Balance Interests When Considering Proposed Amendment to Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Allegations Not Plead in Complaint Not Considered

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

Amended

TOPICAL INDEX

04/30/2024

<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	2008
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	2003
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	1997
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	1999
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	1995
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	2020

COMPLAINT

Amended Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO	1366	2020
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390	2021
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407a	2022
	15	OCAHO	1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394a	2021
	15	OCAHO	1394	2021
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423a	2022

COMPLAINT

Amendment Allowed Upon Conditions As Necessary to Avoid Prejudice to Public Interests and Parties

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

TOPICAL INDEX

04/30/2024

COMPLAINT

Amendment to Complaint Permitted When It Facilitates a Determination on the Merits

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

Amendment(s)

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

TOPICAL INDEX

04/30/2024

Answer

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

COMPLAINT

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438h 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417d 2023

16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

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

Circuit Court's Factors Considered When Deciding Whether to Grant Leave to Amend Complaint

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

TOPICAL INDEX

04/30/2024

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394a	2021

COMPLAINT

Complainant Must File Amended Complaint with Motion for Leave to Amend the Complaint

<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
---	----	-------	------	------

Complainant Must Identify Parties to be Served Through Statement Accompanying Complaint

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

Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b

TOPICAL INDEX

04/30/2024

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021

COMPLAINT

Complainant Perfected Personal Service of Complaint Upon Respondent

<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO	1477	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022

Complaint Deemed Abandoned After Failure to Respond to Order to Show Cause

<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023
---	----	-------	------	------

Complaint Must Contain Clear and Concise Statement of Facts for Each Alleged Violation

TOPICAL INDEX

04/30/2024

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

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

COMPLAINT

Complaint Must Contain Clear and Concise Statement of Facts for Jurisdiction

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

Complaint Read As A Whole to Determine Respondent's Notice of Allegations

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

Court May Consider Documents Incorporated Into Complaint by Reference

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

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

TOPICAL INDEX

04/30/2024

COMPLAINT

Court May Dismiss Complaint Sua Sponte Should Service Not Be Accomplished

United States v. DJ's Transport 18 OCAHO 1488 2023

Court's Leave or Respondent's Consent Needed to Amend Complaint After Time Set in FRCP 15 Lapses

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450k 2023

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

United States v. KLJ Leasing, LLC 16 OCAHO 1446 2022

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

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

Deemed Filed on Date Actually Received by OCAHO

TOPICAL INDEX

04/30/2024

<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	2013
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022

COMPLAINT

Document Fraud

<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
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Documents Attached to Complaint Considered Part of Complaint

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	2019
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022

TOPICAL INDEX

04/30/2024

Failure to Amend Section 1324b Complaint to Show Number of Employees May Lead to Dismissal

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022

COMPLAINT

Failure to Plead Jurisdiction May Lead to Dismissal of Complaint

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022
	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022

Failure to Respond to Court Orders May Lead to Dismissal of Complaint

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

COMPLAINT

Failure to State With Specificity Basis of Allegations in Complaint

United States v. Garcia-Guaneros

13 OCAHO 1334 2020

Filing A Complaint Commences OCAHO Proceeding

United States v. DJ's Transport

18 OCAHO 1488 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC

16 OCAHO 1431 2022

Filing Construed as Motion to Amend Complaint

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

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

TOPICAL INDEX

04/30/2024

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

COMPLAINT

Generally

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

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

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

COMPLAINT

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

<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	2017
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	2016
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
	12	OCAHO	1272	2016

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

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

TOPICAL INDEX

04/30/2024

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

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

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

Walied Shater v. Shell Oil Company 18 OCAHO 1504b 2024

COMPLAINT

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

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

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

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

Inconsistent Allegations in the Complaint

TOPICAL INDEX

04/30/2024

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a 2022

COMPLAINT

Jurisdiction

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321 2019

Earl Russel Horne v. Town of Hampstead

6 OCAHO 906 1997

Jack N. Toussaint v. Tekwood Data Processing Consulting

6 OCAHO 892 1996

Miguel A. Gallegos v. Magna-View, Inc.

4 OCAHO 619 1994

Robert Heath v. Asta CRS, Inc.

14 OCAHO 1385 2021

Robert Heath v. Vbeyond Corporation and an Anonymous Employer

14 OCAHO 1368a 2020

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

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

6 OCAHO 882 1996

Terrence McCaffrey v. LSI Logic Corporation

6 OCAHO 867 1996

United States v. Workrite Uniform Company, Inc.

5 OCAHO 736 1995

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

COMPLAINT

Jurisdictionally Deficient Complaint

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

Leave To Amend

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
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TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	2020

COMPLAINT

Leave To Amend Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO	1366	2020
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021

TOPICAL INDEX

04/30/2024

<i>United States v. Sal's Lounge</i>	15	OCAHO	1394a	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

COMPLAINT

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

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

TOPICAL INDEX

04/30/2024

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

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

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

COMPLAINT

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

United States v. FRC Balance, LLC d/b/a True Food Kitchen 14 OCAHO 1366 2020

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

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2019

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

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

12 OCAHO 1272 2016

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

TOPICAL INDEX

04/30/2024

<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	2018
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

COMPLAINT

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

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

Manner of Service

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

Methods Through Which OCAHO Will Serve the Complaint

TOPICAL INDEX

04/30/2024

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

COMPLAINT

Motion for Leave of Court to Amend Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

Motion to Dismiss Based on Original Complaint Deemed Moot When Complaint is Amended

<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Neither ALJ Nor Complainant May Waive Service of the Complaint

United States v. DJ's Transport 18 OCAHO 1488 2023

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

COMPLAINT

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

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

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

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

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

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

OCAHO Maintains a Minimal Standard of Notice of Pleading

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396a 2022

COMPLAINT

Order Deeming Complaint Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc

15 OCAHO 1388g 2022

Order Directing Complainant to File Proof of Service of the Complaint on the Respondent

United States v. DJ's Transport

18 OCAHO 1488 2023

Order Dismissing Complaint Pursuant to Rule 25 of the Federal Rules of Civil Procedure

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433d 2023

Robert Heath v. Ancile, Inc.

15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385g 2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

COMPLAINT

Order Granting Leave to Amend Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022

TOPICAL INDEX

04/30/2024

COMPLAINT

Order Granting Motion for Leave to Amend Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022

Order Requiring Filing of Amended Complaint

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

Party Assistance in Perfecting Service

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023

TOPICAL INDEX

04/30/2024

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC

16 OCAHO 1431a 2022

16 OCAHO 1431 2022

COMPLAINT

Party May Amend Complaint Once As A Matter of Course Before A Responsive Pleading Is Served

United States v. La Parisienne Bakery, LLC

15 OCAHO 1390 2021

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

United States v. Sal's Lounge

15 OCAHO 1394 2021

Party/Parties

Hernandez v. Farley Candy Company

5 OCAHO 810 1995

Robert Heath v. F18 Consulting and an Anonymous Employer

14 OCAHO 1365 2020

Robert Heath v. VBeyond Corporation and an Anonymous Employer

14 OCAHO 1368 2020

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Auburn University</i>	4	OCAHO	646	1994
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	1995
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	1995

COMPLAINT

Party/Parties To A Complaint Under Section 1324b

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019

Personal Service of Complaint

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

Pleading Standard in OCAHO Cases

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

COMPLAINT

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

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
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Prehearing Statement Is Not an Opportunity to Assert New Claims

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
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TOPICAL INDEX

04/30/2024

COMPLAINT

Prehearing Statement May Not Be Used to Amend a Complaint

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381e 2021

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

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

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

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

Pro Se Complaints May Be Construed Liberally

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

TOPICAL INDEX

04/30/2024

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a 2022

COMPLAINT

Regulations

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475a 2023

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

Leonarda Ramirez v. Sam's Club

18 OCAHO 1525 2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418 2022

Zaji Obatala Zajradhara v. Blossom Corporation

18 OCAHO 1523 2024

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

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396a 2022

TOPICAL INDEX

04/30/2024

COMPLAINT

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

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

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

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

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

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

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

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

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

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

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

12 OCAHO 1272 2016

TOPICAL INDEX

04/30/2024

United States v. Facebook, Inc.

14 OCAHO 1386b 2021

COMPLAINT

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

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

16 OCAHO 1423c 2023

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396b 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

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

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

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

TOPICAL INDEX

04/30/2024

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

COMPLAINT

Service

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

Porfirio Sperandio 15 OCAHO 1400 2021

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

16 OCAHO 1431 2022

Service of Complaint

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

17 OCAHO 1473a 2023

Leonarda Ramirez v. Sam's Club 18 OCAHO 1525 2024

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

16 OCAHO 1418 2022

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
	16	OCAHO	1431	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

COMPLAINT

Service of Complaint Complete Upon Receipt by Addressee

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023

TOPICAL INDEX

04/30/2024

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC

16 OCAHO 1431a 2022

16 OCAHO 1431 2022

US Tech Workers et al. v. W.W. Grainger, Inc.

19 OCAHO 1540 2024

COMPLAINT

Statements in Complaint Provide Notice, But Do Not Serve as Evidence That Allegations Are True

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

Subject Matter Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423	2022
	16	OCAHO 1423c	2023
	16	OCAHO 1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396a	2022
	15	OCAHO 1396b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO 1472	2023

COMPLAINT

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

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362c	2022
--------------------------------------	----	-------------	------

Undue Delay in Filing Motion to Amend Complaint

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450k	2023
------------------------------------	----	-------------	------

TOPICAL INDEX

04/30/2024

Unnamed or Fictitiously-named Respondent

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
	14	OCAHO	1368a	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020

COMPLAINT

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023

Untimely Filing

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	2004
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Agripac, Inc.</i>	8	OCAHO 1028	1999
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO 984	1998

COMPLAINT

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

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO 1379	2020
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504b	2024

CONSTITUTIONAL LAW

Affirmative Defense(s)

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. David Jenkins</i>	4	OCAHO 649	1994

TOPICAL INDEX

04/30/2024

CONSTITUTIONAL LAW

Appointments Clause

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

Attorney Fees

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
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Attorney-Client Privilege

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 643	1994
---	---	-----------	------

TOPICAL INDEX

04/30/2024

Civil Penalties

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

CONSTITUTIONAL LAW

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

TOPICAL INDEX

04/30/2024

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996
<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996

CONSTITUTIONAL LAW

Due Process

<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO 246	1990
<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO 115	1989
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO 269	1990
<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 514	1993
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO 72	1989
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO 770	1995
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO 847	1996
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 499	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO 540	1993
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO 98	1989
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 198	1990

CONSTITUTIONAL LAW

Eighth Amendment

<i>United States v. Pedro Dominguez</i>	6	OCAHO 878	1996
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO 637	1994

Eleventh Amendment

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO 1304	2017
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473b	2024
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO 1030	1999
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO 1022	1999
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO 1057	2000

TOPICAL INDEX

04/30/2024

<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	1997
	7	OCAHO	925	1997
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	1997
	6	OCAHO	915	1997
	6	OCAHO	869	1996

CONSTITUTIONAL LAW

Exclusionary Rule

<i>United States v. David Jenkins</i>	5	OCAHO	743	1995
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Fifth Amendment

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. David Jenkins</i>	4	OCAHO	649	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 897	1996
<i>United States v. Pedro Dominguez</i>	6	OCAHO 910	1997
<i>United States v. Roberto C. Davila</i>	6	OCAHO 903	1996

CONSTITUTIONAL LAW

Fourth Amendment

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO 845	1996
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO 872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO 871	1996

Generally

<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO 477	1992
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO 433	1992
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO 100	1989
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO 288	1991
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO 221	1990
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 463	1992
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 396	1991
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO 540	1993
<i>United States v. Rudy Rodriguez d/b/a Rock Pest Control</i>	1	OCAHO 158	1990
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO 98	1989
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO 982	1997

CONSTITUTIONAL LAW

Jury Trial

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381c	2021
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	623	1994

CONSTITUTIONAL LAW

Miranda-type Warnings

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

Notification

<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO	72	1989
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO	847	1996
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO	63	1989
	1	OCAHO	63	1989
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	1991

TOPICAL INDEX

04/30/2024

Party Must Provide Evidence or Case Law to Support Constitutional Defenses

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

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

CONSTITUTIONAL LAW

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

TOPICAL INDEX

04/30/2024

CONSTITUTIONAL LAW

Right to Counsel

<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO 943	1997
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO 937	1997

Search and Seizure

<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
	4	OCAHO 649	1994
<i>United States v. Kuo Liu</i>	1	OCAHO 235	1990
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 463	1992

Seventh Amendment

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO 1381c	2021
--	----	-------------	------

TOPICAL INDEX

04/30/2024

CONSTITUTIONAL LAW

Seventh Amendment Inapplicable to OCAHO Proceedings

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

Sixth Amendment

United States v. Cristina Galeas 5 OCAHO 790 1995

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

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

CONSTRUCTIVE KNOWLEDGE

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

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

TOPICAL INDEX

04/30/2024

Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

United States v. Foothill Packing, Inc.

11 OCAHO 1240 2015

CONSTRUCTIVE KNOWLEDGE

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

United States v. Foothill Packing, Inc.

11 OCAHO 1240 2015

Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge

United States v. Foothill Packing, Inc.

11 OCAHO 1240 2015

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 2016

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 2016

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

TOPICAL INDEX

04/30/2024

United States v. Foothill Packing, Inc.

11 OCAHO 1240 2015

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 2016

CONSTRUCTIVE KNOWLEDGE

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

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

11 OCAHO 1224 2014

CONTINUANCE(S)

Continuance of Prehearing Conference

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

Continuances Relate to Postponement of a Specific Scheduled Proceeding

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

16 OCAHO 1425 2022

TOPICAL INDEX

04/30/2024

CONTINUANCE(S)

Good Cause for Continuance Based of Tentative Settlement Agreement

Robert Heath v. Rang Technologies

16 OCAHO 1420 2022

Good Cause for Continuance Based on Exigent Personal Circumstances

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375e 2022

Good Cause for Continuance Based on Tentative Settlement Agreement

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

18 OCAHO 1505a 2024

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

TOPICAL INDEX

04/30/2024

Good Cause for Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>Robert Heath v. Rang Technologies</i>	16	OCAHO	1420	2022
<i>United States v. Grove Hotel, LLC d/b/a Holiday Express</i>	18	OCAHO	1497	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022

CONTINUANCE(S)

Motion for Continuance Construed as Request to Modify Case Schedule

<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425	2022
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Order Denying Request for Hearing Continuance

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375h	2022
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TOPICAL INDEX

04/30/2024

Party Seeking Continuance Must Provide Good Cause As A Threshold Matter

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

CONTINUANCE(S)

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

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

Robert Heath v. Rang Technologies

16 OCAHO 1420 2022

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375e 2022

Request for Hearing Continuance Due to Unavailability of Co-Counsel

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

Time Limits for Requesting Continuances

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

CONTINUING EMPLOYMENT

Interruptions and Absences

United States v. Anodizing Industries, Inc.

10 OCAHO 1184 2013

Reasonable Expectation

United States v. Anodizing Industries, Inc.

10 OCAHO 1184 2013

CONTINUING VIOLATION(S)

Continued Employment of Known Unauthorized Individuals is a Continuing Violation

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 2015

11 OCAHO 1216 2014

TOPICAL INDEX

04/30/2024

Continuing Violation for Knowing Hire Exists For As Long as the Individual Remains Employed

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO	1216	2015
	11	OCAHO	1216	2014

CONTINUING VIOLATION(S)

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

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

CORPORATE VEIL

Generally

<i>United States v. Continental Sports Corporation</i>	5	OCAHO	780	1995
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	1993

TOPICAL INDEX

04/30/2024

CORPORATE VEIL

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

TOPICAL INDEX

04/30/2024

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

CORPORATE VEIL

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

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

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

COUNTERCLAIMS

Generally

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

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

DAMAGES

Back Pay

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

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

DAMAGES

Compensatory Damages Are Not Available in Section 1324b Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Duty to Mitigate Damages Under Section 1324b

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332e 2020

Evidence of Other Employment Is Relevant to Back Pay Determination

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332e 2020

TOPICAL INDEX

04/30/2024

Front Pay

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

DAMAGES

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

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
---	----	-------	-------	------

Generally

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

TOPICAL INDEX

04/30/2024

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

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

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

DAMAGES

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

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

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

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

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

DEFAULT

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

TOPICAL INDEX

04/30/2024

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

DEFAULT

ALJ Concluded That Default Judgment Was Too Harsh a Remedy Under the Circumstances of the Case

<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
--	----	-------	------	------

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

<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

TOPICAL INDEX

04/30/2024

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

<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353a	2020
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
	14	OCAHO	1368a	2020

DEFAULT

ALJ May Set Aside An Entry of Default For Good Cause

<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373a	2020
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Carlos Sanchez</i>	13	OCAHO	1331	2019
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2019
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021

DEFAULT

Answer

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2019
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

DEFAULT

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

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

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

TOPICAL INDEX

04/30/2024

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

DEFAULT

Bifurcation of the Issues of Liability and Penalty

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

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

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

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

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

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

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

TOPICAL INDEX

04/30/2024

DEFAULT

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

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373a	2020
	14	OCAHO 1373a	2020
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO 1371	2020
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO 1422	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO 1383	2020
<i>United States v. Carlos Sanchez</i>	13	OCAHO 1331	2019
<i>United States v. Jesus Jose Torres</i>	13	OCAHO 1347	2020
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO 1398	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO 1394c	2022

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

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413	2022
--	----	------------	------

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020

DEFAULT

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

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373a	2020
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021

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

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

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460b	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022

DEFAULT

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

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

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

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

TOPICAL INDEX

04/30/2024

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024
	18	OCAHO	1522a	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

DEFAULT

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

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021
	15	OCAHO	1389	2021
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

DEFAULT

Default Judgments Are Not Favored in this Forum

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
--	----	-------	------	------

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

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373a	2020
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. Carlos Sanchez</i>	13	OCAHO	1331	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Jesus Jose Torres</i>	13	OCAHO 1347	2020
<i>United States v. Sal's Lounge</i>	15	OCAHO 1394c	2022

DEFAULT

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

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418c	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457a	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO 1522a	2024

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

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO 1460	2022
	17	OCAHO 1460b	2023

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

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC</i>	18	OCAHO	1490a	2024
<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
	18	OCAHO	1480	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
	17	OCAHO	1448	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

DEFAULT

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

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Mariana Pharmacy

18 OCAHO 1507 2023

DEFAULT

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

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435a 2022

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies

16 OCAHO 1427a 2022

Failure to Respond to Orders May Result in Entry of Default Against a Respondent

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

Failure to Submit Filing on Penalties May Constitute Waiver of Right to Be Heard on Penalties

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436a 2023

TOPICAL INDEX

04/30/2024

DEFAULT

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

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413 2022

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

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416a 2022

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

United States v. Commander Produce, LLC

16 OCAHO 1428c 2022

Motion for Default Judgment

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales

18 OCAHO 1515 2024

TOPICAL INDEX

04/30/2024

United States v. TX Pollo Feliz LLC

18 OCAHO 1503 2023

DEFAULT

Motion for Default Judgment Held in Abeyance

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales

18 OCAHO 1515 2024

Motion to Enter Default Based on Noncompliance With ALJ Orders

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

17 OCAHO 1459c 2023

No Showing That Setting Aside Entry of Default Would Prejudice Complainant

Prakash Sinha v. Infosys Limited

14 OCAHO 1373a 2020

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410a 2022

Sutatip Uthai Woods v. Philips North America, LLC

14 OCAHO 1371 2020

TOPICAL INDEX

04/30/2024

<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

DEFAULT

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

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

DEFAULT

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

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

Order Denying Motion for Default Judgment

<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
--	----	-------	------	------

Parties that Fails to Timely Answer a Complaint Is In Default

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

DEFAULT

Party Permitted to File Supplemental Brief With Evidence on Damages

United States v. Commander Produce, LLC

16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge

15 OCAHO 1412 2022

Party That Fails to Timely Answer a Complaint is in Default

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute

12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418c 2022

16 OCAHO 1418b 2022

United States v. Commander Produce, LLC

16 OCAHO 1428a 2022

TOPICAL INDEX

04/30/2024

<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024

DEFAULT

Pro Se

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
--	----	-------	------	------

Setting Aside Entry of Default

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

TOPICAL INDEX

04/30/2024

DEFAULT

Setting Aside Order

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

DEFAULT JUDGMENT(S)

ALJ Concluded That Default Judgment Was Too Harsh a Remedy Under the Circumstances of the Case

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

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

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

United States v. Chilitto Pikin LLC 18 OCAHO 1486 2023

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

United States v. Patch Sub LLC, d/b/a Subway #12490 18 OCAHO 1512 2023

United States v. Upright Installation Services, Corp. 18 OCAHO 1494 2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

DEFAULT JUDGMENT(S)

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

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

Answer

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023

TOPICAL INDEX

04/30/2024

<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO 852	1996
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465	2022
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO 684	1994
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO 787	1995
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO 719	1994
<i>United States v. Chuy's Paint & Body Shop</i>	1	OCAHO 8	1988
<i>United States v. Columbia Sportswear Manufacturers, Inc.</i>	5	OCAHO 808	1995
<i>United States v. Continental Forestry Service</i>	6	OCAHO 836	1996
<i>United States v. Continental Sports Corporation</i>	4	OCAHO 640	1994
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.</i>	5	OCAHO 789	1995
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 665	1994
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO 1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457	2022
	17	OCAHO 1457a	2022
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO 827	1995

TOPICAL INDEX

04/30/2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

DEFAULT JUDGMENT(S)

Bifurcation of the Issues of Liability and Penalty

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

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

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410a 2022

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

Prakash Sinha v. Infosys Limited

14 OCAHO 1373a 2020

Sutatip Uthai Woods v. Philips North America, LLC

14 OCAHO 1371 2020

United States v. Jesus Jose Torres

13 OCAHO 1347 2020

TOPICAL INDEX

04/30/2024

<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021

DEFAULT JUDGMENT(S)

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

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022

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

<i>United States v. Vilaro Vineyards</i>	11	OCAHO	1248	2015
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Default Judgment Should Not Be Granted Merely Because Respondent Failed to Meet Time Requirement

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023

DEFAULT JUDGMENT(S)

Default Judgments Are Not Favored in this Forum

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

TOPICAL INDEX

04/30/2024

<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. Carlos Sanchez</i>	13	OCAHO	1331	2019
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2019
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022

DEFAULT JUDGMENT(S)

Dismissal

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

Equitable Tolling

TOPICAL INDEX

04/30/2024

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

DEFAULT JUDGMENT(S)

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

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

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC 18 OCAHO 1490a 2024

Faustin Gneze Zohouidy v. The Georgia Department of Labor 18 OCAHO 1480 2023

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

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

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

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

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

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

17 OCAHO 1462a 2023

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

TOPICAL INDEX

04/30/2024

<i>United States of America v. Danielle Messineo</i>	14	OCAHO	1367	2020
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
	16	OCAHO	1428b	2022
	16	OCAHO	1428a	2022
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487	2023
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416	2022
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2019
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

DEFAULT JUDGMENT(S)

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

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

DEFAULT JUDGMENT(S)

Failure to Timely File Answer

<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022

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

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	2015

DEFAULT JUDGMENT(S)

Generally

<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	1993
<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO	304	1991
<i>D'Amico v. Erie Community College</i>	7	OCAHO	927	1997
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO	258	1990
<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1106	2004

TOPICAL INDEX

04/30/2024

<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 136	1990
	1	OCAHO 156	1990
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO 332	1991
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 322	1991
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO 375	1991
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO 291	1991
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO 110	1989
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO 684	1994
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO 787	1995
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO 462	1992
	3	OCAHO 454	1992
<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO 355	1991
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO 818	1995
<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO 453	1992
<i>United States v. Casa Lupe</i>	1	OCAHO 31	1988

TOPICAL INDEX

04/30/2024

<i>United States v. Casa Lupe</i>	1	OCAHO 31	1988
<i>United States v. Claude H. Linkous & Martin Riley d/b/a CM Health Services</i>	3	OCAHO 436	1992
<i>United States v. Coastal Ventures, Limited d/b/a Wendy's/Daly, Limited</i>	1	OCAHO 23	1988
	1	OCAHO 21	1988
<i>United States v. Continental Forestry Service</i>	6	OCAHO 836	1996
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO 60	1989
<i>United States v. David Ankenbruck and Patricia Fulton d/b/a Broker's Furniture & Manufacturing, Inc.</i>	5	OCAHO 789	1995
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO 81	1989
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO 225	1990
<i>United States v. Dynasty 21 Car Wash, Inc.</i>	1	OCAHO 282	1990
<i>United States v. Edith Fine</i>	1	OCAHO 116	1989
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO 257	1990
	1	OCAHO 283	1991
<i>United States v. El Mexicano Taco Shop</i>	1	OCAHO 59	1989
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO 132	1990
<i>United States v. Estela Rodriguez, Individually and d/b/a Cabaret Lounge</i>	1	OCAHO 20	1988

TOPICAL INDEX

04/30/2024

<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO 446	1992
<i>United States v. Florencio Govea</i>	1	OCAHO 40	1989
<i>United States v. Francois Kissel, Owner d/b/a Maximilien-In-the-Market</i>	1	OCAHO 61	1989
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO 315	1991
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO 72	1989
<i>United States v. Hardeep Singh</i>	3	OCAHO 520	1993
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 681	1994
<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO 849	1996
<i>United States v. I.K.K. Associates, Inc. d/b/a Ocean Avenue Restaurant and Japan Express Restaurants</i>	1	OCAHO 131	1990
<i>United States v. Irma Hernandez</i>	8	OCAHO 1043	2000
<i>United States v. Jabil Circuit, Inc.</i>	10	OCAHO 1146	2012
<i>United States v. Jackson Associates, Engineering Consultants</i>	1	OCAHO 84	1989
<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO 197	1990
<i>United States v. K & M Fashions, Inc.</i>	3	OCAHO 411	1992
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO 479	1992
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 90	1989
<i>United States v. Lawrence H. Harrold d/b/a Diamond Pallet Company</i>	1	OCAHO 114	1989

TOPICAL INDEX

04/30/2024

<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO 111	1989
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO 45	1989
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO 485	1993
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 534	1993
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO 792	1995
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO 486	1993
	3	OCAHO 473	1992
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO 841	1996
<i>United States v. Mr. Pablo Saucedo</i>	1	OCAHO 41	1989
<i>United States v. Nogales Body Shop & Trailer Repair</i>	1	OCAHO 30	1988
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO 147	1990
<i>United States v. Patricio Torres, Individually and d/b/a Superior Roof Services</i>	1	OCAHO 75	1989
<i>United States v. Peter P. Kelley</i>	1	OCAHO 39	1989
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO 204	1990
<i>United States v. Raul Ramirez d/b/a Solymar Fashion</i>	1	OCAHO 168	1990
<i>United States v. Richard Garza, Individually and d/b/a El Patio Restaurant and Lounge</i>	1	OCAHO 211	1990
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO 201	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	163	1990
<i>United States v. Rodeo Night Club</i>	5	OCAHO	812	1995
<i>United States v. Silvio Vasquez-Guerrero d/b/a The Vasquez Company</i>	1	OCAHO	37	1988
<i>United States v. South Bay Auto Detail</i>	1	OCAHO	68	1989
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO	749	1995
<i>United States v. Tenampa Ballroom</i>	1	OCAHO	34	1988
	1	OCAHO	34	1988
<i>United States v. Tiki Pools, Inc. d/b/a California Pools and Spa</i>	1	OCAHO	76	1989
<i>United States v. Twiggy's Garden Center, Inc. d/b/a Westchester Site Design</i>	2	OCAHO	301	1991
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO	57	1989
<i>United States v. Westco Ground Maintenance Company, Inc.</i>	1	OCAHO	43	1989
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO	634	1994
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO	950	1997
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO	505	1993
<i>United States v. Zoeb Enterprises, Inc. d/b/a Papa Sam's Deli d/b/a Papaya Paradise</i>	2	OCAHO	356	1991
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	1997

TOPICAL INDEX

04/30/2024

DEFAULT JUDGMENT(S)

Judgments By Default Are Generally Disfavored

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Ferrantino Fuel Corp.</i>	13	OCAHO	1335	2020
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	2015
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024

DEFAULT JUDGMENT(S)

Motion for Default Judgment

<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023

Motion for Default Judgment Filed During Answer Timeframe Is Premature

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

DEFAULT JUDGMENT(S)

Motion for Default Judgment Held in Abeyance

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales

18 OCAHO 1515 2024

United States v. Sai Enterprise Limited, d/b/a Crazy Deals

18 OCAHO 1489 2023

Motion for Judgment Not Ripe for Adjudication

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

Motion for Summary Decision and Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

TOPICAL INDEX

04/30/2024

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

United States v. Commander Produce, LLC

16 OCAHO 1428c 2022

DEFAULT JUDGMENT(S)

On Default Judgment, Request for Hearing Is Dismissed and Judgment Is Entered for Complainant

United States v. Chilitto Pikin LLC

18 OCAHO 1486 2023

United States v. Sai Enterprise Limited, d/b/a Crazy Deals

18 OCAHO 1489 2023

Order Denying Motion for Default Judgment

United States v. TX Pollo Feliz LLC

18 OCAHO 1503 2023

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

Order Entering Default Judgment on Liability

TOPICAL INDEX

04/30/2024

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

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

DEFAULT JUDGMENT(S)

Persons Protected

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

Pro Se

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

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

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

TOPICAL INDEX

04/30/2024

DEFAULT JUDGMENT(S)

Setting Aside Order

<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO 1007	1998
<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO 1007	1998
<i>Manjeet Dineshbhai Kanti v. Mr. Chitranjan Patel c/o Blimpie</i>	8	OCAHO 1007	1998
<i>United States v. Jesus Jose Torres</i>	13	OCAHO 1347	2020
<i>United States v. Monica Zapata-Cosio</i>	4	OCAHO 685	1994

Statute of Limitations

<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO 711	1994
---	---	-----------	------

Timing of Motion for Default Judgment

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438	2022
--	----	------------	------

TOPICAL INDEX

04/30/2024

DEFAULT JUDGMENT(S)

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

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

DEFENSE(S)

Acting Lawfully Under a Law

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

Audrey Murtano v. C. R. England, Inc. 9 OCAHO 1116 2005

United States v. Zabala Vineyards 6 OCAHO 830 1995

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

TOPICAL INDEX

04/30/2024

<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO 115	1989
<i>Olimpia Tovar v. United States Postal Service</i>	1	OCAHO 269	1990
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992

DEFENSE(S)

Affirmation(s)

<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994
--	---	-----------	------

Affirmative Defense(s)

<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO 503	1993
<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO 1116	2005
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 635	1994
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO 550	1993
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO 1115	2005

TOPICAL INDEX

04/30/2024

<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO 852	1996
<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO 893	1996
<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO 720	1994
	5	OCAHO 739	1995
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO 296	1991
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO 352	1991
	2	OCAHO 352	1991
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Applied Computer Technology</i>	2	OCAHO 306	1991
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994
<i>United States v. Barnett Taylor, LLC, d/b/a Burger King</i>	10	OCAHO 1155	2012
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Boah Fashion, Corporation</i>	1	OCAHO 281	1990
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO 226	1990
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO 151	1990
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO 714	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO 723	1995
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO 423	1992
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Christie Automotive Products</i>	2	OCAHO 361	1991
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO 353	1991
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
	4	OCAHO 649	1994
<i>United States v. David Segura-Sataray</i>	4	OCAHO 703	1994
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 456	1992
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Dolly Boman Irani</i>	6	OCAHO 860	1996
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO 242	1990
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 387	1991
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO 592	1994
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO 591	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO 1072	2001
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO 866	1996
	6	OCAHO 899	1996
	6	OCAHO 866	1996
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO 175	1990
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO 321	1991
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO 610	1994
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO 338	1991
	2	OCAHO 333	1991
	2	OCAHO 331	1991
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO 276	1990
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO 786	1995
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO 433	1992
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO 872	1996
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO 298	1991
	1	OCAHO 260	1990

TOPICAL INDEX

04/30/2024

<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO 218	1990
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO 871	1996
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO 772	1995
	5	OCAHO 772	1995
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 212	1990
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO 309	1991
<i>United States v. MAC Specialties Ltd.</i>	6	OCAHO 920	1997
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Martina Limon-Perez</i>	5	OCAHO 796	1995
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO 706	1994
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO 724	1995
	5	OCAHO 724	1995
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO 221	1990
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 463	1992

TOPICAL INDEX

04/30/2024

<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO 427	1992
	2	OCAHO 396	1991
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO 540	1993
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 541	1993
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 337	1991
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO 253	1990
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO 98	1989
<i>United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn</i>	3	OCAHO 584	1993
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO 1288	2016
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
	3	OCAHO 533	1993
<i>United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.</i>	2	OCAHO 346	1991
<i>United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar</i>	1	OCAHO 150	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO 370	1991
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO 793	1995
<i>United States v. William and Maria Sievert</i>	1	OCAHO 294	1991
<i>United States v. Williams Produce, Inc.</i>	4	OCAHO 671	1994
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1062	2000
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO 965	1997

DEFENSE(S)

After-Acquired Information

<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
--	---	-----------	------

Citizen v. Non-Citizen Only Where Equally Qualified

Prejudice

<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989

TOPICAL INDEX

04/30/2024

Civil Money Penalty

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO 759	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO 756	1995
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996

DEFENSE(S)

Collateral Estoppel

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

TOPICAL INDEX

04/30/2024

Compliance with Employer Sanctions

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996

DEFENSE(S)

Constitutional Rights

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO 982	1997

Contractor

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

TOPICAL INDEX

04/30/2024

Victor B. Palma v. Alufase USA, LLC

10 OCAHO 1213 2014

DEFENSE(S)

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

TOPICAL INDEX

04/30/2024

Corporation(s)

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

DEFENSE(S)

Detrimental Reliance

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

Double Jeopardy

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO	859	1996
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	655	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996

DEFENSE(S)

Due Process

<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO 866	1996
	6	OCAHO 866	1996
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996

Eighth Amendment

<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO 637	1994
---	---	-----------	------

TOPICAL INDEX

04/30/2024

Eleventh Amendment

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	2017
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	2000
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	2008
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	1995

DEFENSE(S)

Entrapment

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

TOPICAL INDEX

04/30/2024

Entrapment Defense Only Applies in Criminal - Not Civil - Proceedings

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

DEFENSE(S)

Equitable Tolling

Ashwani Goel v. Indotronix Internation Corporation 9 OCAHO 1102 2003

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

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

Estoppel

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

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

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

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

United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant 1 OCAHO 123 1990

TOPICAL INDEX

04/30/2024

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

DEFENSE(S)

Excessive Fines

TOPICAL INDEX

04/30/2024

	<i>United States v. Pedro Dominguez</i>	6	OCAHO 878	1996
DEFENSE(S)				
Exclusionary Rule				
	<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
Family Relationship				
	<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
	<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO 606	1994
Fifth Amendment				
	<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
	<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
	<i>United States v. David Jenkins</i>	5	OCAHO 743	1995

TOPICAL INDEX

04/30/2024

<i>United States v. David Segura-Sataray</i>	4	OCAHO 708	1991
<i>United States v. Felipe De Leon-Valenzuela</i>	6	OCAHO 866	1996
	6	OCAHO 866	1996
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 897	1996

DEFENSE(S)

Fourth Amendment

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO 1349a	2020
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO 845	1996
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO 872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO 871	1996

Generally

TOPICAL INDEX

04/30/2024

<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO 840	1996
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO 852	1996
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. David Segura-Sataray</i>	4	OCAHO 703	1994
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 456	1992
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
	3	OCAHO 591	1993
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO 478	1992
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO 822	1995
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 463	1992
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 541	1993
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO 826	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

DEFENSE(S)

TOPICAL INDEX

04/30/2024

Good Faith Compliance

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

DEFENSE(S)

Good Faith Defense

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

1 OCAHO 246 1990

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company 5 OCAHO 758 1995

United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza 1 OCAHO 200 1990

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

United States v. Big Bear Market 1 OCAHO 48 1989

United States v. Boo Bears Den 1 OCAHO 71 1989

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

1 OCAHO 226 1990

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

United States v. Busy Corner Sportswear, Inc. 3 OCAHO 511 1993

TOPICAL INDEX

04/30/2024

<i>United States v. Carlos Cruz d/b/a La Rosa Bakery</i>	3	OCAHO 453	1992
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO 723	1995
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO 423	1992
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. Danny Mathis d/b/a Mathis Masporo</i>	5	OCAHO 752	1995
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 456	1992
<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO 125	1990
<i>United States v. Dr. Merrill Cahn, D.P.M.</i>	1	OCAHO 127	1990
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO 242	1990
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 316	1992
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO 1072	2001
<i>United States v. Felipe, Inc.</i>	1	OCAHO 93	1989
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO 868	1996
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO 175	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO 321	1991
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO 311	1991
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO 433	1992
<i>United States v. International Packaging, Inc.</i>	12	OCAHO 1275	2016
	12	OCAHO 1275	2016
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO 195	1990
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 499	1993
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 85	1989
<i>United States v. LeMerengo/Rumors Restaurant</i>	1	OCAHO 157	1990
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO 166	1990
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO 448	1992
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
	6	OCAHO 865	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO 221	1990
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 377	1991
	2	OCAHO 396	1991
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO 692	1994
<i>United States v. Richard Pizzuto Dimensions in Hair and Skin</i>	3	OCAHO 447	1992
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO 297	1991
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO 775	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 533	1993
<i>United States v. The Body Shop</i>	1	OCAHO 185	1990
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 445	1992
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO 370	1991
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 449	1992
<i>United States v. USA Café</i>	1	OCAHO 42	1989

TOPICAL INDEX

04/30/2024

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

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

DEFENSE(S)

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

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

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

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

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

Ignorance of Law is Not An Affirmative Defense

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

TOPICAL INDEX

04/30/2024

DEFENSE(S)

Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO 1206	2013

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

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO 1238	2014
---	----	------------	------

Impossibility Defense is Recognized in OCAHO Case Law

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

TOPICAL INDEX

04/30/2024

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

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016

DEFENSE(S)

Jurisdiction

<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	1995
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	1995
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	2008

Knowledge

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	1995
	6	OCAHO	828	1995
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	1990
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO	423	1992

TOPICAL INDEX

04/30/2024

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO 242	1990
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 889	1996
<i>United States v. Maka's Akamai Service</i>	1	OCAHO 36	1988
	1	OCAHO 36	1988
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 78	1989
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 377	1991
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 533	1993
<i>United States v. The Body Shop</i>	1	OCAHO 149	1990
<i>United States v. USA Café</i>	1	OCAHO 42	1989

DEFENSE(S)

Legitimate, Nondiscriminatory Reason

<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO 526	1993
---	---	-----------	------

TOPICAL INDEX

04/30/2024

<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO 406	1992
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004
<i>Jack Huang v. Queens Motel</i>	2	OCAHO 364	1991
<i>Jenli John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO 569	1993
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO 430	1992
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO 1187	2013
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO 1180	2013
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO 840	1996
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO 1269	2016
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO 773	1995
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO 1295	2017
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO 1203	2013
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO 457	1992
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO 778	1995
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO 372	1991

TOPICAL INDEX

04/30/2024

<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	1992
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	1991
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	331	1991
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	1991
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	1992
<i>United States v. Weld County School District</i>	2	OCAHO	326	1991

DEFENSE(S)

Legitimate, Nondiscriminatory Reason for Employment Decision

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
---	----	-------	-------	------

Legitimate, Non-Retaliatory Reason

TOPICAL INDEX

04/30/2024

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

DEFENSE(S)

Motion to Strike

United States v. Desert Palace, Inc. 9 OCAHO 1067 2001

9 OCAHO 1067 2001

United States v. Fairfield Jersey, Inc. 9 OCAHO 1072 2001

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

United States v. Martin Palominos-Talavera 6 OCAHO 896 1996

United States v. Martina Limon-Perez 5 OCAHO 796 1995

Motion to Strike Affirmative Defenses

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

Paperwork Requirement(s)/Violation(s)

TOPICAL INDEX

04/30/2024

<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO 606	1994
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1062	2000

DEFENSE(S)

Penalties

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996
---	---	-----------	------

Persons Protected

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO 1148	2012
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO 1311	2018

TOPICAL INDEX

04/30/2024

Previous Settlement Between Parties

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

DEFENSE(S)

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

TOPICAL INDEX

04/30/2024

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	1	OCAHO	247	1990
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO	296	1991
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO	687	1994
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	1989
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO	896	1996
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO	337	1991
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO	105	1989
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO	56	1989

DEFENSE(S)

Settlement

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	2016
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO	1011	1998

TOPICAL INDEX

04/30/2024

DEFENSE(S)

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

TOPICAL INDEX

04/30/2024

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO 510	1993
<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO 246	1990
	1	OCAHO 246	1990
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO 1284	2016
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO 426	1992
	2	OCAHO 363	1991
	3	OCAHO 415	1991
	2	OCAHO 324	1991
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO 1057	2000
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO 915	1997
	6	OCAHO 915	1997
	6	OCAHO 869	1996
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO 881	1996
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>United States v. Auburn University</i>	4	OCAHO 688	1994
<i>United States v. New Mexico State Fair</i>	6	OCAHO 898	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Zabala Vineyards</i>	6	OCAHO 844	1996
	6	OCAHO 844	1996
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO 1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016

DEFENSE(S)

Sovereign Immunity

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO 1304	2017
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473b	2024
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO 1352	2020

Substantial Compliance

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO 1154	2012
<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO 423	1992
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO 161	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO 886	1996
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 456	1992
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO 321	1991
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO 298	1991
	1	OCAHO 260	1990
<i>United States v. Jonel, Inc.</i>	7	OCAHO 967	1997
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO 1139	2011
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO 166	1990
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO 130	1989
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO 279	1990
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
	6	OCAHO 865	1996
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO 154	1990
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 587	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 354	1991
	2	OCAHO 337	1991
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO 1149	2012
<i>United States v. San Ysidro Ranch</i>	1	OCAHO 183	1990
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
	3	OCAHO 533	1993
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 449	1992

DEFENSE(S)

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

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

TOPICAL INDEX

04/30/2024

Tortious Act

United States v. Armando Alvarez-Suarez

4 OCAHO 655 1994

DEFENSE(S)

Untimely Charge

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Untimely Complaint

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Use Immunity

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

4 OCAHO 644 1994

TOPICAL INDEX

04/30/2024

Vague and Indefinite

United States v. Martin Palominos-Talavera 6 OCAHO 896 1996

DEFENSE(S)

Vague Awareness of IRCA's Climate

United States v. Lasa Marketing Firms, a California Partnership 1 OCAHO 141 1990

1 OCAHO 106 1989

Waiver

A.S. v. Neiman Marcus Group 13 OCAHO 1323 2020

United States v. Felipe De Leon-Valenzuela 6 OCAHO 899 1996

United States v. Nancy Mubarki 5 OCAHO 816 1995

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

DEFINITIONS

TOPICAL INDEX

04/30/2024

Abeyance

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396b 2022

DEFINITIONS

Abuse of Process

United States v. Zabala Vineyards

6 OCAHO 844 1996

6 OCAHO 844 1996

Actual Discharge

Steven Brown, et al. v. Pilgrims Pride Corporation

14 OCAHO 1379 2020

Advisory Opinion

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

TOPICAL INDEX

04/30/2024

DEFINITIONS

ALJ Has Discretion to Determine Whether Dismissal Without Prejudice Is Appropriate

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Alter

United States v. Pedro Dominguez 7 OCAHO 972 1997

7 OCAHO 972 1997

Amicus Curiae

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Answer

TOPICAL INDEX

04/30/2024

United States v. Patmo Concrete LLC 17 OCAHO 1448 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444a 2022

DEFINITIONS

Back Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Casual Domestic Employment

United States v. David Jenkins 5 OCAHO 743 1995

Certificate of Service

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416g 2023

TOPICAL INDEX

04/30/2024

Constructive Discharge

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

DEFINITIONS

Counterfeit

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Pedro Dominguez 7 OCAHO 972 1997

7 OCAHO 972 1997

Court Resolves Whether Discovery Comports with OCAHO's Rules Via Protective Order

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Derivative Citizen

TOPICAL INDEX

04/30/2024

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a 2020

DEFINITIONS

Direct Evidence

Dolores Garcia Contreras v. Cascade Fruit Company

9 OCAHO 1090 2003

Li Zu v. Avalon Valley Rehabilitation Center

14 OCAHO 1376 2020

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a 2020

Olisaemeka Eze v. West County Transportation Agency

10 OCAHO 1140 2011

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

United States v. Diversified Technology and Services of Virginia, Inc.

9 OCAHO 1095 2003

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Discrimination Under Section 1324b(a)(1)

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

DEFINITIONS

Document Abuse

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a 2020

13 OCAHO 1345a 2020

Employer(s)

Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company

4 OCAHO 675 1994

Robert Heath v. Asta CRS, Inc.

14 OCAHO 1385 2021

United States v. Burns and Intra-Continental Enterprises

5 OCAHO 759 1995

United States v. Shirley Fuimoto, Hawaii Government Employees Association

7 OCAHO 937 1997

Employment

TOPICAL INDEX

04/30/2024

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

DEFINITIONS

Employment Agency

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Estoppel

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al. 5 OCAHO 746 1995

Ex Parte Communication(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462c 2023

TOPICAL INDEX

04/30/2024

<i>Sophie Ackermann v. Mindlance, Inc,</i>	17	OCAHO	1462c	2023
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

DEFINITIONS

Facial and Factual Motions to Dismiss

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
---	----	-------	-------	------

Falsely Made

<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Mourad Abu Remileh</i>	5	OCAHO 724	1995
	5	OCAHO 724	1995
<i>United States v. Pedro Dominguez</i>	7	OCAHO 972	1997
	7	OCAHO 972	1997
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380	2020
	14	OCAHO 1380a	2021

DEFINITIONS

Final Order

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1098	2003
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO 864	1996

Foreigner

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
--	---	-----------	------

TOPICAL INDEX

04/30/2024

Forge

<i>United States v. Pedro Dominguez</i>	7	OCAHO 972	1997
	7	OCAHO 972	1997

DEFINITIONS

Front Pay

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

Good Cause

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464	2022
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO 1324c	2021
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462	2022
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO 1391	2021

TOPICAL INDEX

04/30/2024

Hearing(s)

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

DEFINITIONS

Hire/Hiring

Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm 9 OCAHO 1115 2005

United States v. David Jenkins 4 OCAHO 649 1994

Interlocutory Order(s)

A.S. v. Amazon Web Services, Inc. 14 OCAHO 13811 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

Limited English Proficient Person

TOPICAL INDEX

04/30/2024

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381g 2021

DEFINITIONS

Malicious Prosecution

United States v. Zabala Vineyards

6 OCAHO 844 1996

6 OCAHO 844 1996

Motion to Strike

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Motion(s)

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381l 2021

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381e 2021

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388e 2021

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450e 2023

Zaji Obatala Zajradhara

16 OCAHO 1438c 2023

DEFINITIONS

Objection of Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385b 2021

Opposition Activity

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Pleadings

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

TOPICAL INDEX

04/30/2024

Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

DEFINITIONS

Preponderance of the Evidence Standard

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Proceeding

United States v. Curran Engineering Company, Inc. 7 OCAHO 975 1997

Proportionality of Discovery

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

TOPICAL INDEX

04/30/2024

DEFINITIONS

Protected Individual

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Provide

United States v. Leticia Velarde 14 OCAHO 1384 2020

Relevance in Discovery Context

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Res Judicata

Chester A. Mackentire, Jr. v. Ricoh Corporation, et al. 5 OCAHO 746 1995

TOPICAL INDEX

04/30/2024

DEFINITIONS

Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Stay of Proceedings

Nitin Degaonkar v. Infosys Limited 15 OCAHO 1393a 2022

Prakash Sinha v. Infosys Limited 14 OCAHO 1373c 2023

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Robert Paul Heath v. Springshine Consulting 16 OCAHO 1421c 2023

Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare 14 OCAHO 1371a 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396b 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

DEFINITIONS

Sur-Reply

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464d 2023

Sur-response

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450i 2023

Use

United States v. Pedro Dominguez

7 OCAHO 972 1997

7 OCAHO 972 1997

TOPICAL INDEX

04/30/2024

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

TOPICAL INDEX

04/30/2024

DEPOSITIONS

Compel

United States v. Townsend Culinary, Inc. 7 OCAHO 996 1998

Deposition by Video Conference

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

Deposition Errata Sheets

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332i 2020

Deposition Errata Sheets Should Not Be Used to Put Additional Facts in the Record

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332i 2020

TOPICAL INDEX

04/30/2024

DEPOSITIONS

Deposition Typically Limited to One Day of Seven Hours

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Depositions May Be Taken by Written Questions

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative

United States v. Frimmel Management, LLC 12 OCAHO 1271 2017

United States v. Frimmel Management, LLC d/b/a Uncle Sam's 13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

TOPICAL INDEX

04/30/2024

United States v. Frimmel Management, LLS

12 OCAHO 1271 2016

DEPOSITIONS

Factors To Be Considered When Determining Whether to Permit a Telephonic Deposition

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332f 2020

Failure to Appear

Benjamin A. K. Yohan v. Central State Hospital

4 OCAHO 622 1994

Fifth Amendment

United States v. Pedro Dominguez

6 OCAHO 910 1997

United States v. Roberto C. Davila

6 OCAHO 903 1996

TOPICAL INDEX

04/30/2024

Generally

<i>Jenliih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1084	2002
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 699	1994
	4	OCAHO 651	1994
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 863	1996
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Roberto C. Davila</i>	6	OCAHO 902	1996
	6	OCAHO 895	1996

DEPOSITIONS

Generally, Deposition Errata Sheets Should Only Be Used to Correct Typographical/Clerical Errors

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332i	2020
--	----	-------------	------

Interrogatories

<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO 962	1997
---	---	-----------	------

TOPICAL INDEX

04/30/2024

DEPOSITIONS

It Is Unusual To Prohibit the Taking of a Deposition Absent Extraordinary Circumstances

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Leave Required to Depose a Witness More Than Once

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Limitation(s)

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1084 2002

Motion Opposing Deposition Construed As Motion For Protective Order

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

TOPICAL INDEX

04/30/2024

DEPOSITIONS

Notice of Deposition

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Walied Shater v. Shell Oil Company 18 OCAHO 1504a 2023

Notice of Deposition Must Be Served At Least Ten Days Prior to the Deposition

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Notice of Deposition Must Be Submitted at a Reasonable Time Within the Discovery Period

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

OCAHO Rules Do Not Require Parties to Request Permission from ALJ to Conduct Deposition

TOPICAL INDEX

04/30/2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

DEPOSITIONS

Order Denying Motion for Deposition

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

Privilege Claim

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company

6 OCAHO 897 1996

Telephonic

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1084 2002

Telephonic Depositions

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

DEPOSITIONS

Timing for Review of a Deposition Transcript Does Not Affect Timing for Noticing a Deposition

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

When Deponent Is Central Witness in a Case, Observing Demeanor in Deposition is Important

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

DISCOVERY

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Absent Party's Motion to Use Discovery Tool, Court Is Disinclined to Insert Itself Into Process

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

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

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

United States v. Alberta Sosa, Inc.

5 OCAHO 739 1995

United States v. Alberto Noriega-Perez

5 OCAHO 811 1995

5 OCAHO 798 1995

United States v. Broadway Tire, Inc.

2 OCAHO 310 1991

United States v. Burns and Intra-Continental Enterprises

5 OCAHO 759 1995

TOPICAL INDEX

04/30/2024

<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 369	1991
	2	OCAHO 305	1991
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 316	1992
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO 733	1995
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO 591	1993
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO 815	1995
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 769	1995
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO 560	1993
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO 805	1995

DISCOVERY

ALJ Declined to Dismiss Complaint as Discovery Sanction

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388f	2022
--	----	-------------	------

ALJ Found That Party Did Not Engage in Incomplete or Evasive Discovery Practices

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450f 2023

DISCOVERY

ALJ Has Authority to Compel Production of Documents and Responses to Discovery Requests

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

R.S. v. Lattice Semiconductor 14 OCAHO 1362g 2024

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

United States v. JR Contractors, Inc. 15 OCAHO 1406 2021

United States v. MSNF Foods LLC d/b/a Domino's Pizza 17 OCAHO 1459b 2023

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432a 2022

TOPICAL INDEX

04/30/2024

ALJ Has Authority to Decide A Motion to Extend Discovery Timeframe

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

DISCOVERY

ALJ Has Authority to Grant Extensions of Time for Discovery Responses

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

ALJ Has Authority to Impose Duty to Supplement Discovery Responses

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

ALJ Has Authority to Make Changes to Subpoena

Robert Heath v. Asta CRS, Inc.

14 OCAHO 1385 2021

TOPICAL INDEX

04/30/2024

DISCOVERY

ALJ Has Independent Obligation to Analyze Whether Discovery Requests Are Appropriate

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Travis Darnell Austin v. Specialized Staffing Solutions, Inc. 18 OCAHO 1513 2023

ALJ Issued Stay of Discovery When Settlement Officer Program Referral Was Pending

Alexander Burke v. Alarm.com, Inc. 18 OCAHO 1491 2023

ALJ May Deny Motion to Compel If It Is Not Timely Filed

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Martine Mbitaze v. Greenbelt Police Department 14 OCAHO 1360a 2020

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

TOPICAL INDEX

04/30/2024

DISCOVERY

ALJ May Impose Sanctions For Failure to Comply With a Discovery Order

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381k	2021
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
	15	OCAHO	1388d	2021
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332f	2020
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022

ALJ May Issue Protective Order Upon Showing of Good Cause

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
	17	OCAHO	1464b	2023
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
	14	OCAHO	1386c	2021

DISCOVERY

ALJ May Limit the Frequency or Extent of the Methods of Discovery

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386e	2021

ALJ May Narrow Discovery Request If ALJ Finds the Request to be Overbroad

TOPICAL INDEX

04/30/2024

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

DISCOVERY

ALJ Must Exercise Discretion in Resolving Discovery Disputes

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11 OCAHO 1220 2014

ALJ Not Bound By Federal Rules of Civil Procedure

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11 OCAHO 1220 2014

ALJ's Authority to Issue Protective Orders Is Limited to Discovery-Related Matters

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Asserting Party Bears Burden of Establishing Privilege

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

DISCOVERY

Attorney Work Product

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

Attorney-Client Privilege

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	2002
	9	OCAHO	1084	2002
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO	393	1989
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
	12	OCAHO	1285	2016

DISCOVERY

Bifurcation of Discovery-Related Requests for Relief Raised in Motion

<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
-----------------------------	----	-------	-------	------

Broad Scope of Permissible Discovery for Allegations of Pattern or Practice

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014
---	----	-------	------	------

Burden of Proof

TOPICAL INDEX

04/30/2024

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1125	2007
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016
<i>United States v. Volvo Trucks North America, Inc.</i>	7	OCAHO 994	1998
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO 989	1998

DISCOVERY

Business Records Used in Normal Course of Human Resource Duties Not Privileged

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016

Caution Required in Imposing Discovery Burden On Non-Party

<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO 1377	2020
<i>United States v. Durable, Inc.</i>	11	OCAHO 1221	2014

TOPICAL INDEX

04/30/2024

DISCOVERY

Certificate of Good Faith Confinement Not Required When There Is A Showing That It Would Be Futile

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

Certification(s)

Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 2007

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services 9 OCAHO 1078 2002

Citizenship Status

Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1031 1999

Elizabeth S. Mengarpuan v. Asbury Methodist Village 4 OCAHO 612 1994

Natasha Dionne Humphries v. PalmOne 9 OCAHO 1112 2004

TOPICAL INDEX

04/30/2024

DISCOVERY

Compel

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	2002
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	1994
<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	2000
<i>United States v. Marvlee, Inc.</i>	5	OCAHO	728	1995
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO	700	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	1994
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO	996	1998

Contested Discovery Responses Cannot Be Stricken If They Are Not in the Evidentiary Record

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

DISCOVERY

Court Cannot "Fix" a Discovery Request to Reflect Requesting Party's Intent

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Court Cannot Compel Responding Party to Answer Question When It Has Already Answered

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Court Cannot Order A Party to Perform Discovery Action If Request Itself Is Unclear

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Data Not Shown to Expert or Used to Prove Case Is Not Relevant Evidence

TOPICAL INDEX

04/30/2024

United States v. Rose Acre Farms, Inc.

12 OCAHO 1285a 2018

12 OCAHO 1285 2016

DISCOVERY

Deposing Opposing Counsel

United States v. Mar-Jac Poultry, Inc.

10 OCAHO 1157 2012

Deposition by Video Conference

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332f 2020

Depositions

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1084 2002

Jose Proto Alcaraz v. General Motors Corporation

7 OCAHO 962 1997

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385a 2021

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332f	2020
	13	OCAHO	1332e	2020
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	1994
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	2012
<i>United States v. Pedro Dominguez</i>	6	OCAHO	910	1997
<i>United States v. Roberto C. Davila</i>	6	OCAHO	902	1996
	6	OCAHO	903	1996
	6	OCAHO	895	1996
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023

DISCOVERY

Depositions May Be Taken by Written Questions

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395	2021
---	----	-------	------	------

Depositions Should Be Cancelled if Testimony is Not Necessary, Relevant, and/or Non-duplicative

TOPICAL INDEX

04/30/2024

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016

DISCOVERY

Discovery Cannot Be A Fishing Expedition for Other Potential Wrongdoing Not Relevant to Claim

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385c	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022

Discovery Must Reasonably Lead to Information That Bears on Claims or Defenses

TOPICAL INDEX

04/30/2024

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

DISCOVERY

Discovery Obligations

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Discovery Permitted as to Any Matter Relevant to Subject Matter of Case and Not Privileged

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes

16 OCAHO 1440 2022

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385b 2021

14 OCAHO 1385 2021

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Robert Heath v. IKON Systems and an Anonymous Employer

14 OCAHO 1377 2020

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332e 2020

TOPICAL INDEX

04/30/2024

<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	2014
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO	1406	2021

DISCOVERY

Discovery Request Rises or Falls on Its Own Merits

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023

Discovery requests Over the Discovery Limit

<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
--	----	-------	------	------

Discovery Sanction of Assuming Discovery Responses Would Be Adverse to Non-Complying Party

TOPICAL INDEX

04/30/2024

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388f 2022

DISCOVERY

Discovery Sanctions May Include Adverse Inferences or Rulings Against the Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388f 2022

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

United States v. MSNF Foods LLC d/b/a Domino's Pizza

17 OCAHO 1459b 2023

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Discovery Sanctions Usually Imposed Only After Order Compelling Discovery is Issued

TOPICAL INDEX

04/30/2024

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

DISCOVERY

Discrete Subparts in Discovery Requests

Travis Darnell Austin v. Specialized Staffing Solutions, Inc.

18 OCAHO 1513 2023

Dismissal of Claims as a Discovery Sanction

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

Dismissal of Complaint Is Extreme Discovery Sanction

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381f 2021

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388f 2022

TOPICAL INDEX

04/30/2024

DISCOVERY

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

R.S. v. Lattice Semiconductor 14 OCAHO 1362 2020

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	1991
	2	OCAHO	358	1991
<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO	845	1996
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO	531	1993
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO	465	1992
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	563	1993
<i>United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash</i>	7	OCAHO	989	1998
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363	2020
	14	OCAHO	1363a	2020
	14	OCAHO	1363b	2020

DISCOVERY

Documents Attached to Discovery Motions Not Considered for Impact on Substantive Allegations

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

DISCOVERY

Documents Attached to Discovery Motions Not Evaluated for Reliability and Probative Value

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

Documents Attached to Discovery Motions Only Considered for Purposes of the Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

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

TOPICAL INDEX

04/30/2024

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express

11 OCAHO 1220 2014

DISCOVERY

Entry of Default Not Among Permissible Discovery Sanctions in 28 C.F.R. Section 68.23(c)

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

Evasive or Incomplete Response To Discovery May Be Treated as Failure to Respond

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1234 2014

Explanation of Discovery Process to Pro Se Party

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381i 2021

TOPICAL INDEX

04/30/2024

DISCOVERY

Extension of Time to Provide Discovery Responses

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381k 2021

Extension of Time to Supplement Discovery Responses

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Factors in Determining Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

TOPICAL INDEX

04/30/2024

Factors in Determining Whether Good Cause Exists to Amend the Date Discovery Closes

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

DISCOVERY

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

Finding of Abandonment Not Among Permissible Discovery Sanctions in 28 C.F.R. Section 68.23(c)

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

Fourth Amendment

TOPICAL INDEX

04/30/2024

<i>United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc.</i>	6	OCAHO 845	1996
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995

DISCOVERY

Frequency and Extent of Discovery May Be Limited by ALJ Sua Sponte or Upon Motion

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO 1332	2020
<i>United States v. Durable, Inc.</i>	11	OCAHO 1221	2014
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386e	2021

Frequency and Extent of Discovery May Be Limited If Burden/Expense Outweighs Likely Benefit

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO 1377	2020
<i>United States v. Durable, Inc.</i>	11	OCAHO 1221	2014

TOPICAL INDEX

04/30/2024

General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	2014

DISCOVERY

Generally

<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO	443	1992
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	1993
	3	OCAHO	460	1992
	3	OCAHO	487	1993
<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO	747	1995
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	1995
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	6	OCAHO	911	1997

TOPICAL INDEX

04/30/2024

<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO 415	1991
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1084	2002
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 53	1989
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 493	1993
	3	OCAHO 450	1992
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO 802	1995
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO 675	1994
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO 582	1993
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 639	1994
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO 678	1994
<i>Sergio Flores Ortiz v. Moll-Tex Broadcasting Company</i>	3	OCAHO 440	1992
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	1	OCAHO 247	1990
	2	OCAHO 381	1991
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO 358	1991
	2	OCAHO 358	1991
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 731	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 811	1995
<i>United States v. All World Imports, Inc. d/b/a Andre Pierre Imports</i>	2	OCAHO 344	1991
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 651	1994
<i>United States v. Armstrong Painting and Waterproofing and Modesto Sevilla</i>	1	OCAHO 231	1991
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO 536	1993
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 305	1991
<i>United States v. Cleopatra International Jewelry, Inc.</i>	1	OCAHO 186	1990
<i>United States v. Creation & Innovation</i>	3	OCAHO 491	1993
<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO 213	1990
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 514	1993
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO 733	1995
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO 642	1994
<i>United States v. Guardsmark</i>	4	OCAHO 614	1994
<i>United States v. Harris Ranch Beef Company</i>	1	OCAHO 277	1990
	2	OCAHO 302	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO 311	1991
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO 366	1991
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO 119	1989
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	2	OCAHO 394	1990
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO 581	1993
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO 100	1989
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 96	1989
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO 142	1990
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO 544	1993
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO 268	1990
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 865	1996
<i>United States v. Marvlee, Inc.</i>	5	OCAHO 728	1995
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO 380	1991
	2	OCAHO 351	1991
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 472	1992
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 319	1991
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO 452	1992
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990
	2	OCAHO 303	1991
	1	OCAHO 274	1990
	2	OCAHO 303	1991
	2	OCAHO 328	1991
	2	OCAHO 318	1991
<i>United States v. Otilio Franco d/b/a Cruz Leyva Construction</i>	1	OCAHO 82	1989
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1052	2000
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO 560	1993
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO 393	1989
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO 105	1989
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 492	1993
	3	OCAHO 555	1993
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO 265	1990
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO 190	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Sargetis d/b/a Castile Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO 252	1990
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO 290	1991
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO 422	1992
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO 793	1995
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO 390	1991
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO 701	1994
<i>United States v. William D. Clark d/b/a Tidwell Medical Center</i>	5	OCAHO 771	1995
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 35	1988

DISCOVERY

Good Cause Required to Extend Discovery Deadline

<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO 1450a	2022
-----------------------------	----	-------------	------

Good Faith Conferment Requirement for Motion to Compel Discovery

TOPICAL INDEX

04/30/2024

United States v. JR Contractors, Inc.

15 OCAHO 1406 2021

DISCOVERY

Good Faith Confinement Requirement for Motion to Compel Discovery

United States v. Capital Fireproof Door

14 OCAHO 1372 2020

Granting Requested Subpoena is Discretionary

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

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

TOPICAL INDEX

04/30/2024

DISCOVERY

Hearsay Evidence

United States v. David Jenkins 5 OCAHO 743 1995

United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 2010

How the ALJ Considers Documents Attached to Discovery Motions

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

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

TOPICAL INDEX

04/30/2024

United States v. Durable, Inc.

11 OCAHO 1221 2014

DISCOVERY

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

Initial Disclosures

Andrew Ewoma Ehere v. Hawaii Federal Credit Union

17 OCAHO 1471b 2023

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471a 2023

United States v. PJ's of Texas

18 OCAHO 1524 2024

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457a 2022

Interrogatories

TOPICAL INDEX

04/30/2024

<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
	6	OCAHO 911	1997
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO 820	1995
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 639	1994
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362	2020
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
	15	OCAHO 1395	2021
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO 1377	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332e	2020
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO 976	1997
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO 1082	2002

DISCOVERY

It Is Improper to Seek a Subpoena for Opposing Party to Obtain Discovery Responses

<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO 1363	2020
--	----	------------	------

TOPICAL INDEX

04/30/2024

DISCOVERY

It Is Unusual To Prohibit the Taking of a Deposition Absent Extraordinary Circumstances

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Law Enforcement Privilege

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

Lawyers in the Discovery Process are Expected to Act in Good Faith

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

TOPICAL INDEX

04/30/2024

DISCOVERY

Misrepresentations

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1104 2004

Monetary Sanction Not Permitted for Failure to Comply With Discovery Order

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 2014

Motion for Administrative Subpoena

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

DISCOVERY

Motion for Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

16 OCAHO 1438f 2023

Motion for Discovery Is Not Ripe If No Discovery Matters Exist for ALJ to Compel or Adjudicate

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Motion to Compel

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes

16 OCAHO 1440 2022

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

TOPICAL INDEX

04/30/2024

<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO	1406	2021
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	2012
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023

DISCOVERY

Motion to Compel Discovery

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	2007
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	2002
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022

TOPICAL INDEX

04/30/2024

<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
	14	OCAHO	1362g	2024
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO	1377	2020
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
	13	OCAHO	1332e	2020
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO	1406	2021
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1078	2002
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438d 2023

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363 2020

14 OCAHO 1363a 2020

DISCOVERY

Motion to Compel Discovery Found To Be Not Ripe for Adjudication

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432a 2022

Motion to Compel Discovery is Facially Invalid If Certificate of Good Faith Conferment Missing

Martine Mbitaze v. Greenbelt Police Department

14 OCAHO 1360a 2020

14 OCAHO 1360 2020

TOPICAL INDEX

04/30/2024

United States v. Durable, Inc.

11 OCAHO 1221 2014

DISCOVERY

Motion to Compel Discovery Must Include the Nature of the Questions or Request

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432a 2022

16 OCAHO 1432c 2023

16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

16 OCAHO 1438b 2022

Motion to Compel Must Identify Discovery Requests With Specificity

A.S. v. Amazon WerServices, Inc.

14 OCAHO 1381 2020

Motion to Compel Must Include Argument in Support of the Motion

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021

DISCOVERY

Motion to Compel Must Include Certification of Good Faith Resolution Efforts

<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	2014
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
	14	OCAHO	1362	2020
	14	OCAHO	1362g	2024
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363	2020

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363a 2020

DISCOVERY

Motion to Compel Must State the Nature of a Party's Responses and Objections

A.S. v. Amazon WerServices, Inc.

14 OCAHO 1381 2020

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438a 2022

16 OCAHO 1438d 2023

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. Gig Partners

14 OCAHO 1363a 2020

Motion to Compel Should Explain Why Requested Material is Reliable and Relevant

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

TOPICAL INDEX

04/30/2024

Motion to Consider Initial Disclosures

Andrew Ewoma Ehere v. Hawaii Federal Credit Union 17 OCAHO 1471b 2023

DISCOVERY

Motion to Deem Complaint Abandoned as Discovery Sanction

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

Motion to Enforce Order Compelling Discovery

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

Motion to Extend Discovery Timeframe

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

United States v. Duncan Family Farms, Inc. 18 OCAHO 1519 2024

TOPICAL INDEX

04/30/2024

DISCOVERY

Motion to Strike Discovery Responses

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

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

Objecting Party Has Burden to Provide Sufficient Detail Regarding Burden of Discovery Request

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

Objection of Proportionality of Discovery

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385b 2021

TOPICAL INDEX

04/30/2024

DISCOVERY

Objections Not Raised in Response to Requests Not Considered in Response to Motion to Compel

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11 OCAHO 1220 2014

OCAHO Has Broad Authority to Control Discovery

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

OCAHO Rules Do Not Impose Numerical Limits on Number of Interrogatories

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 2014

TOPICAL INDEX

04/30/2024

DISCOVERY

OCAHO Rules Do Not Provide for Stay of Discovery Upon Filing of Motion to Dismiss

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464c 2023

OCAHO Rules Require A Reasonable Inquiry In Response to a Request for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

OCAHO Rules Require Conscientious Effort to Resolve Discovery Disputes Without Court Intervention

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

OCAHO's Rules Do Not Permit a Party to Propound Interrogatories Upon a Non-Party

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395 2021

TOPICAL INDEX

04/30/2024

DISCOVERY

Ongoing Settlement Discussions Do Not Release Parties From Discovery Obligations

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

Order Allowing for Limited Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Order Denying Motion for Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

16 OCAHO 1438f 2023

Order Denying Motion to Compel

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432c 2023

DISCOVERY

Order Denying Motion to Compel With Respect to Overbroad and Vague Discovery Request

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes

16 OCAHO 1440 2022

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Order Denying Motion to Deem Complaint Abandoned as Discovery Sanction

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

Order Extending Discovery Deadline

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

TOPICAL INDEX

04/30/2024

DISCOVERY

Order Granting in Part and Denying in Part Motion to Compel Discovery

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO 1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362g	2024
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO 1513	2023

Order Granting Motion to Compel

<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO 1363	2020
--	----	------------	------

Order Granting Motion to Consider Initial Disclosures

<i>Andrew Ewoma Ehere v. Hawaii Federal Credit Union</i>	17	OCAHO 1471b	2023
--	----	-------------	------

TOPICAL INDEX

04/30/2024

DISCOVERY

Order Granting Request to Extend Discovery Period

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

Order Rejecting Discovery Request Containing No Motion and Not Done at Court's Direction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510a 2023

Order Rejecting Discovery Requests Filed with OCAHO When They Were Not Required by the ALJ

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510a 2023

United States v. Klein's Kosher Pickle Company

18 OCAHO 1500 2023

Walied Shater v. Shell Oil Company

18 OCAHO 1504a 2023

TOPICAL INDEX

04/30/2024

Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

DISCOVERY

Parties May Initiate Discovery At Any Time After the Answer Has Been Filed

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Parties Should Generally Not Initiate Discovery Until Authorized by the ALJ

Walied Shater v. Shell Oil Company 18 OCAHO 1504a 2023

Party Does Not Have Authority to Grant Extension of Time to Respond to Discovery

TOPICAL INDEX

04/30/2024

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

DISCOVERY

Party Does Not Need to Seek ALJ Approval or Consent to Serve Discovery

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Party May Not Propound New Request in a Motion to Compel

R.S. v. Lattice Semiconductor

14 OCAHO 1362 2020

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

TOPICAL INDEX

04/30/2024

Party May Seek Leave to Begin Discovery Before Discovery Schedule Is Set by the ALJ

Walied Shater v. Shell Oil Company

18 OCAHO 1504a 2023

DISCOVERY

Party Receiving Discovery Requests Must Answer or State Objections Within 30 Days

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1234 2014

Party Resisting Discovery Has Burden of Demonstrating That Objection Is Justified

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1234 2014

TOPICAL INDEX

04/30/2024

Party Seeking Discovery Bears Burden to Establish Relevance

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385c	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023

DISCOVERY

Party Seeking Protective Order Has Burden of Showing Good Cause

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021

Party Seeking to Compel Discovery Must Show That Discovery Was Sent In a Timely Manner

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
---------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

DISCOVERY

Party Withholding Documents Based on Privilege Must Complete Privilege Log

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020

Party's History of Previous Litigation May Be Relevant and Therefore Obtainable in Discovery

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
--	----	-------	------	------

Party's Notice About Noncooperation in Discovery Construed As Discovery Motion

<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
---	----	-------	-------	------

Privacy

TOPICAL INDEX

04/30/2024

Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 2007

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 883 1996

DISCOVERY

Privilege Claim

In re Investigation of Wal-Mart Distribution Center, Subpoena 5 OCAHO 788 1995

James D. Westendorf v. Brown & Root, Inc. 3 OCAHO 405 1992

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1087 2002

9 OCAHO 1084 2002

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

United States v. Maria Elizondo Garza d/b/a Garza Farm Labor 4 OCAHO 644 1994

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company 6 OCAHO 897 1996

United States v. Northwest Airlines, Inc. 3 OCAHO 452 1992

United States v. Robison Fruit Ranch, Inc. 4 OCAHO 700 1994

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018

TOPICAL INDEX

04/30/2024

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285 2016

United States v. Westheimer Wash Corporation d/b/a Bubbles Car Wash 7 OCAHO 989 1998

DISCOVERY

Privilege Is Waived When Protected Materials Are Disclosed

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

14 OCAHO 1372 2020

Privilege Log Not Required If Party Did Not Withhold Documents as Privileged

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Production

Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 2007

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1087 2002

TOPICAL INDEX

04/30/2024

<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 613	1994
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO 1082	2002
<i>United States v. Zabala Vineyards</i>	5	OCAHO 734	1995

DISCOVERY

Proportionality of Discovery

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
---	----	-------------	------

Protective Order(s)

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464b	2023
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1084	2002
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO 813	1995
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385a	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
	13	OCAHO	1332e	2020
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	883	1996
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
	14	OCAHO	1386c	2021
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	2012
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO	976	1997
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022

DISCOVERY

Purpose of Discovery is to Require Disclosure of All Relevant Information

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

DISCOVERY

Purpose of Requirements for a Motion to Compel

<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

Regulations Governing Discovery

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510a	2023
---	----	-------	-------	------

Relevance

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1125	2007
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385c	2021

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. Allen Holdings, Inc.</i>	9	OCAHO	1059	2000
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	2014
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1157	2012
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022

DISCOVERY

Relevance Broadly Construed

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014

DISCOVERY

Relevance Includes Any Matter Bearing on an Issue (Or Possible Issue) In Case

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014

Relevance Includes Any Matter That Could Reasonably Lead to Matter Bearing on Issue In Case

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014

Request to Extend Discovery Period

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
	14	OCAHO	1381i	2021
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022

DISCOVERY

Requests for Admission

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023

Requests for Admission Deemed Admitted

<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Requests for Discovery and Responses Thereto Generally Should Not Be Filed With the ALJ

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510a	2023
<i>United States v. Klein's Kosher Pickle Company</i>	18	OCAHO	1500	2023
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507b	2024

DISCOVERY

Requests for Production of Documents

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

TOPICAL INDEX

04/30/2024

DISCOVERY

Requests for Production of Documents Must Describe Documents With Reasonable Particularity

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Travis Darnell Austin v. Specialized Staffing Solutions, Inc. 18 OCAHO 1513 2023

Responding Party May Produce Business Records in Lieu of Written Response to Interrogatories

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Sanctions

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1104 2004

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 1997

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1091 2003

TOPICAL INDEX

04/30/2024

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	798	1995
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	1994
<i>United States v. Giambli Enterprises</i>	5	OCAHO	807	1995
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	1993
<i>United States v. Roberto C. Davila</i>	6	OCAHO	895	1996
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	1994
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

DISCOVERY

Sanctions for Failure to Timely Produce Documents

TOPICAL INDEX

04/30/2024

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

DISCOVERY

Scope

Dinko Sefic v. Marconi Wireless 9 OCAHO 1125 2007

Olatunji Moshood Fakunmoju v. Claims Administration Corporation 4 OCAHO 613 1994

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Scope Commonly Extended to Reasonable Number of Years Before and After Alleged Discriminatory Action

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11 OCAHO 1220 2014

Scope Generally Extends to Any Relevant Information That is Not Privileged

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

TOPICAL INDEX

04/30/2024

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11 OCAHO 1220 2014

DISCOVERY

Selective Prosecution/Enforcement

United States v. Martin Palominos-Talavera 6 OCAHO 896 1996

Show Cause

Jose Proto Alcaraz v. General Motors Corporation 7 OCAHO 962 1997

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Specific/Detailed Summary Not Required for Document Identification

United States v. Durable, Inc. 11 OCAHO 1221 2014

TOPICAL INDEX

04/30/2024

Stay of Discovery

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022

DISCOVERY

Stay of Discovery Is Not Automatic Pending a Motion to Dismiss

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
--	----	-------	-------	------

Subpoena

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	1995
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	1995
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	1994
<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO	788	1995
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	2002

TOPICAL INDEX

04/30/2024

<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO 813	1995
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385c	2021
	14	OCAHO 1385	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
	15	OCAHO 1395	2021
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
	16	OCAHO 1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
	16	OCAHO 1417b	2022
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO 1363	2020
	14	OCAHO 1363a	2020
	14	OCAHO 1363b	2020
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426e	2023

DISCOVERY

TOPICAL INDEX

04/30/2024

Subpoena Is Appropriate Avenue for Obtaining Discovery From Non-Parties

Robert Heath v. IKON Systems and an Anonymous Employer

14 OCAHO 1377 2020

DISCOVERY

Subpoena Requires ALJ's Signature

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Sufficiency of Response to Discovery Requests

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332d 2020

13 OCAHO 1332e 2020

Zaji Obatala Zajradhara v. Gig Partners

14 OCAHO 1363a 2020

Summary Decision

TOPICAL INDEX

04/30/2024

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

United States v. The Beverly Center

5 OCAHO 762 1995

DISCOVERY

Telephonic Depositions

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332f 2020

Temporal Scope May Be Limited Where Requests Are Overly Broad and Unduly Burdensome

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

United States v. Durable, Inc.

11 OCAHO 1221 2014

That Information Sought Is Equally Available to Propounding Party Is An Infficient Objection

United States v. Capital Fireproof Door

14 OCAHO 1372 2020

TOPICAL INDEX

04/30/2024

DISCOVERY

That Information Sought Is Equally Available to Propounding Party Is An Insufficient Objection

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Timeliness

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

United States v. Alberta Sosa, Inc. 5 OCAHO 731 1995

United States v. Four Star Knitting, Inc. 5 OCAHO 815 1995

Timing of Discovery Responses

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

TOPICAL INDEX

04/30/2024

Unauthorized Subpoena

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

DISCOVERY

Waiver of Objection for Failure to Timely Object or Adequately State Reason for Objection

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388d 2021

Whether and When Individual Was Employed Relevant to Whether Employer Had Duty to Retain I-9

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 2014

Work Product Privilege

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

TOPICAL INDEX

04/30/2024

Written Discovery Should Be Propounded 30 Days Before Discovery Deadline

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385a 2021

DISCRIMINATION

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

5/10 Year Rule

Alan Rusk v. Northrop Corporation and Department of Defense

4 OCAHO 607 1994

Leonid Naginsky v. Department of Defense and EG&G Dynatrend

6 OCAHO 891 1996

Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company

4 OCAHO 653 1994

A Pay Cut or Demotion May Be Indicative of Constructive Discharge

TOPICAL INDEX

04/30/2024

Steven Brown, et al. v. Pilgrims Pride Corporation

14 OCAHO 1379 2020

DISCRIMINATION

Actual Termination Can Occur Even When the Employer Offers Alternative Positions to the Employee

Steven Brown, et al. v. Pilgrims Pride Corporation

14 OCAHO 1379 2020

Calculating Date When 8 U.S.C. Section 1324b Jurisdiction Attaches Over An Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Calculating When Jurisdiction Attaches Over an Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Charge

TOPICAL INDEX

04/30/2024

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	1999
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	558	1993
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	1994
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	1992
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	1993
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989

DISCRIMINATION

Charge Must Allege Conduct Encompassed by Section 1324b in Order To Be Sufficient

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018

TOPICAL INDEX

04/30/2024

DISCRIMINATION

Charge Must Be Minimally Sufficient In Order to Constitute a Charge

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute

12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Charge Must Identify Name & Address of the Person or Entity Against Whom the Charge is Being Made

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332 2019

Charge Requirement Is Intended to Put Respondent on Notice and Provide Opportunity for Conciliation

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP

13 OCAHO 1332c 2020

TOPICAL INDEX

04/30/2024

Citizenship Status

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO 577	1993
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO 585	1993
<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO 410	1992
<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO 1337	2019
<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO 735	1995
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 593	1994
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO 1176	2013
<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO 1316	2019
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO 526	1993
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO 406	1992
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO 1321	2019
	13	OCAHO 1321a	2019
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO 1086	2002
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 547	1993

TOPICAL INDEX

04/30/2024

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 535	1993
	3	OCAHO 549	1993
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO 1088	2003
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO 785	1995
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO 824	1995
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO 550	1993
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1050	2000
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO 203	1990
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO 419	1992
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO 1066	2001
	9	OCAHO 1066	2001

TOPICAL INDEX

04/30/2024

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO 357	1991
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 545	1993
	3	OCAHO 528	1993
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO 654	1994
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO 480	1992
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO 943	1997
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO 922	1997
<i>George Suchta v. United States Postal Service</i>	2	OCAHO 327	1991
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO 590	1993
	3	OCAHO 539	1993
	3	OCAHO 484	1993
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 469	1992
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO 144	1990

TOPICAL INDEX

04/30/2024

<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO 1074	2001
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO 1056	2000
<i>Irma Leticia Sosa v. United States Postal Service</i>	1	OCAHO 115	1989
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 348	1991
<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO 537	1993
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO 569	1993
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994

TOPICAL INDEX

04/30/2024

<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO 430	1992
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 386	1991
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO 1187	2013
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO 522	1993
<i>Jose Ortega v. Vermont Bread</i>	3	OCAHO 475	1993
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO 1180	2013
<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO 1120	2005
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO 323	1991
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 638	1994
	3	OCAHO 470	1992
	4	OCAHO 626	1994
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO 1315	2019

TOPICAL INDEX

04/30/2024

<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 562	1993
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO 542	1993
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO 582	1993
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO 998	1998
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 619	1994
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO 529	1993
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO 519	1993
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO 128	1990
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO 929	1997

TOPICAL INDEX

04/30/2024

<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO	372	1991
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	2014
<i>Salvador Chavarin-Lopez v. Nichols Farms</i>	2	OCAHO	371	1991
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	1996
	6	OCAHO	838	1996
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	1989
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	1993
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	1991
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	1993
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	1993
<i>United States v. Auburn University</i>	4	OCAHO	617	1994
	3	OCAHO	564	1993
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. General Dynamics</i>	3	OCAHO	517	1993
<i>United States v. Guardsmark</i>	3	OCAHO	572	1993
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1256	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	2015
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	1994
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO	314	1991
<i>United States v. Weld County School District</i>	2	OCAHO	326	1991
<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO	489	1993

DISCRIMINATION

Citizenship Status Discrimination

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

DISCRIMINATION

Citizenship Status Jurisdiction

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332g 2020

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Complainant Generally May Not Bring OCAHO Claim Against Party Not Named in the Charge

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332b 2019

13 OCAHO 1332 2019

Complainant in Section 1324b Case Must Show That Discrimination Was Intentional

Victor Guerrero v. California Department of Corrections and Rehabilitation

11 OCAHO 1264 2015

TOPICAL INDEX

04/30/2024

DISCRIMINATION

Complainant May Prove a Case of Employment Discrimination by Direct or Circumstantial Evidence

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

Complainant Must Raise Genuine Issue as to Whether Proffered Reasons for Termination Were Pretext

<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	2013

Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b

TOPICAL INDEX

04/30/2024

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	2016
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1273	2016

DISCRIMINATION

Complaint Must Allege Less Favorable Treatment Than Others Due to Protected Characteristic

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
--	----	-------	-------	------

Constructive Discharge

<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	1994
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020

TOPICAL INDEX

04/30/2024

Definition Under Section 1324b(a)(1)

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

DISCRIMINATION

Denial of Preference for Part Time Work Does Not Alone Support Claim of Constructive Discharge

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.

11 OCAHO 1261 2015

Derivative Citizen

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a 2020

Direct Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

DISCRIMINATION

DISCRIMINATION

<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306	2017
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023

Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	2018
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306a	2018
	13	OCAHO	1306	2017
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018

TOPICAL INDEX

04/30/2024

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305	2017
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	2014
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
	14	OCAHO	1373	2020
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	2014
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

DISCRIMINATION

Discrimination Can Occur At Any Point In The Hiring Process

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO	1227	2014

TOPICAL INDEX

04/30/2024

Discrimination Claims Against Employment Agencies

Robert Heath v. Asta CRS, Inc.

14 OCAHO 1385 2021

DISCRIMINATION

Discrimination in Hiring

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

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

TOPICAL INDEX

04/30/2024

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 2014

DISCRIMINATION

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

TOPICAL INDEX

04/30/2024

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO 785	1995
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO 1124	2007
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO 144	1990
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Juan Antonio Martinez v. Ray's Bar-B-Que</i>	9	OCAHO 1120	2005
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 638	1994
	3	OCAHO 470	1992
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO 707	1994
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO 1024	1999
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 705	1994
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO 372	1991

TOPICAL INDEX

04/30/2024

<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO 458	1992
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO 22	1988
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 141	1990
	1	OCAHO 106	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO 29	1988

DISCRIMINATION

Document Abuse

<i>Ahadu Tadesse v. United States Postal Service</i>	7	OCAHO 979	1997
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO 1088	2003
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997

TOPICAL INDEX

04/30/2024

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO 1080	2002
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO 1066	2001
	9	OCAHO 1066	2001
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO 922	1997
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
	9	OCAHO 1075	2001
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996

TOPICAL INDEX

04/30/2024

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
	6	OCAHO 888	1996
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413c	2022
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO 961	1997
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Guardsmark</i>	3	OCAHO 572	1993
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996
	6	OCAHO 861	1996
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
	4	OCAHO 594	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
<i>United States v. Zabala Vineyards</i>	6	OCAHO 830	1995
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

DISCRIMINATION

Documents

Form I-9

<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO 1080	2002
--	---	------------	------

Employer's Broad Discretion Expectations for Employee's Performance

<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO 1187	2013
---	----	------------	------

Employer's Constantly Shifting Explanations for Adverse Action Can Alone Show Pretext

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO 1252	2015
---	----	------------	------

TOPICAL INDEX

04/30/2024

DISCRIMINATION

Employment Decision Made and Communicated When Aggrieved Party Received Unequivocal Notice

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

Employment Decision Made When Aggrieved Party Knew or Should Have Known Adverse Decision Made

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

Evidence

Benjamin Barone v. Superior Washer and Gasket Corp. 10 OCAHO 1176 2013

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 2002

Corneliu Curuta v. Tomball College 9 OCAHO 1099 2003

Crecencio Cabrera Mendez v. Jim Daniels 2 OCAHO 374 1991

Dalila Kamal-Griffin v. Cahill Gordon & Reindel 3 OCAHO 568 1993

TOPICAL INDEX

04/30/2024

<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 460	1992
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO 550	1993
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO 1065	2001
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1050	2000
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO 357	1991
<i>George Suchta v. United States Postal Service</i>	2	OCAHO 327	1991
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1075	2001
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO 1074	2001
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>Jack Huang v. Queens Motel</i>	2	OCAHO 364	1991
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO 569	1993
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO 1187	2013

TOPICAL INDEX

04/30/2024

<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO 522	1993
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO 1180	2013
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO 323	1991
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	3	OCAHO 470	1992
	4	OCAHO 626	1994
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO 457	1992
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO 778	1995
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO 372	1991
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO 458	1992
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO 1212	2014
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO 383	1991
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO 1190	2013
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003

TOPICAL INDEX

04/30/2024

<i>United States v. General Dynamics</i>	3	OCAHO 517	1993
<i>United States v. Guardsmark</i>	4	OCAHO 614	1994
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 141	1990
	1	OCAHO 106	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO 314	1991
<i>United States v. Zabala Vineyards</i>	6	OCAHO 830	1995
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO 29	1988

DISCRIMINATION

Evidence Necessary to Establish Prima Facie Case of Discrimination

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO 1379	2020

TOPICAL INDEX

04/30/2024

Exceptions to Requirement That Complainant Must Name Party in Charge Before Bringing OCAHO Claim

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020

DISCRIMINATION

Failure to Demonstrate That Similarly Situated Comparators Were Treated Differently

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
--	----	-------	-------	------

Failure to State a Claim

<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
--	----	-------	------	------

Filing A Timely IER Charge Is A Condition Precedent to Filing a 1324b Complaint With OCAHO

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	2018
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306a	2018
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
	14	OCAHO	1373	2020
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

DISCRIMINATION

Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge

<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	2014
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

DISCRIMINATION

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

Grzegorz Pioterek v. Anderson Cleaning Systems, Inc. 3 OCAHO 590 1993

3 OCAHO 539 1993

Grzegorz 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

TOPICAL INDEX

04/30/2024

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO 477	1992
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO 522	1993
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 661	1994
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO 707	1994
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO 891	1996
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO 1035	1999
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 466	1992
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO 542	1993
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>United States v. Auburn University</i>	3	OCAHO 564	1993
<i>United States v. General Dynamics</i>	3	OCAHO 517	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
<i>United States v. Zabala Vineyards</i>	6	OCAHO 844	1996
	6	OCAHO 844	1996
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO 999	1998

DISCRIMINATION

Individual Alleging Discrimination Has Initial Burden of Establishing Prima Facie Case

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO 1337	2019
<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO 1321a	2019
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO 1269	2016
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO 1315	2019
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO 1295	2017
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO 1264	2015
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021

TOPICAL INDEX

04/30/2024

DISCRIMINATION

Individual's Subjective Perception of Discrimination Does Not Substitute for Evidence

<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015

Inference that Discrimination Not Determinative Where Same Person Hires & Fires Within Short Time

<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	2014
---	----	-------	------	------

INS Guidelines

Technical or Procedural Verification Failures

<i>Daniel DeNardo v. WH Smith USA Travel</i>	9	OCAHO	1080	2002
--	---	-------	------	------

TOPICAL INDEX

04/30/2024

Intent To Discriminate If Person Would Have Acted Differently But For Protected Characteristic

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

DISCRIMINATION

Intentional

Ahadu Tadesse v. United States Postal Service 7 OCAHO 979 1997

Benjamin Barone v. Superior Washer and Gasket Corp. 10 OCAHO 1176 2013

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 2003

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 1997

Jimmy Jack Jackai v. Dallas County Data Services 3 OCAHO 569 1993

Jorge Mario Ipina v. Michigan Jobs Commission 8 OCAHO 1036 1999

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape 10 OCAHO 1187 2013

Jose Pablo Martinez v. Superior Linen 10 OCAHO 1180 2013

Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 2003

Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 2005

TOPICAL INDEX

04/30/2024

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 141	1990
	1	OCAHO 106	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990

DISCRIMINATION

Intentional Discrimination If Employer Treats Some People Less Favorably Due to Prohibited Factor

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410	2022
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO 1227	2014

Jurisdiction

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO 1381a	2021
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO 585	1993
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO 1369	2020
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 535	1993

TOPICAL INDEX

04/30/2024

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO 1160	2012
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO 459	1992
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 528	1993
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO 480	1992
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO 943	1997
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 469	1992
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
	7	OCAHO 947	1997
	8	OCAHO 1030	1999
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO 1056	2000

TOPICAL INDEX

04/30/2024

<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	1999
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO	956	1997
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	1993
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	663	1994
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	1992
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	1993
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	1994
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	1997
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	1993
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Auburn University</i>	4	OCAHO	617	1994

TOPICAL INDEX

04/30/2024

<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO 1002	1998
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

DISCRIMINATION

Knowledge of Citizenship Status

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023

Legitimate, Nondiscriminatory Reason

<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO 1176	2013
--	----	------------	------

TOPICAL INDEX

04/30/2024

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO 1088	2003
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO 1065	2001
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO 1124	2007
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO 1187	2013
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO 1180	2013
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO 840	1996
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO 1269	2016
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO 1315	2019
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO 773	1995
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO 1203	2013
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO 778	1995

TOPICAL INDEX

04/30/2024

<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

DISCRIMINATION

Legitimate, Nondiscriminatory Reason for Employment Decision

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO	1354	2020
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

Legitimate, Non-Retaliatory Reason

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

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

DISCRIMINATION

McDonnell Douglas Burden-Shifting Framework

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

National Origin

Albert Gimein v. Department of Defense & Grumman Aerospace Corporation 3 OCAHO 503 1993

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

Bassey J. Udofot v. General Electric Company, Astro-Space Division 1 OCAHO 205 1990

Benjamin A. K. Yohan v. Central State Hospital 4 OCAHO 593 1994

Bertalina Monjaras v. Blue Ribbon Cleaners, Inc. 3 OCAHO 526 1993

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 2002

TOPICAL INDEX

04/30/2024

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO 1086	2002
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 535	1993
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO 392	1991
	2	OCAHO 374	1991
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1015	1998
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO 722	1995
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO 943	1997
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO 922	1997
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
	7	OCAHO 947	1997
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO 1056	2000
<i>Jack Huang v. Queens Motel</i>	2	OCAHO 364	1991

TOPICAL INDEX

04/30/2024

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	1993
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	1994
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	1996
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	1995
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	1993
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	1995
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	901	1996
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	1995
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	1993
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	1990
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	1997
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	1996
	6	OCAHO	838	1996
	6	OCAHO	907	1997
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	1991
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	2001

TOPICAL INDEX

04/30/2024

<i>United States v. Guardsmark</i>	3	OCAHO 572	1993
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO 314	1991
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO 937	1997
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO 413	1992
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432d	2023

DISCRIMINATION

National Origin Claim(s)

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
---	----	-------------	------

National Origin Discrimination

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432d	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438b	2022
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

TOPICAL INDEX

04/30/2024

DISCRIMINATION

National Origin Jurisdiction

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510b	2024
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
	14	OCAHO	1373d	2024
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023

No Mandate That U.S. Citizen Be Afforded Preference Over Equally Qualified Alien Individual

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	2015
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

Nonimmigrant

H-1B visa

William S. Monda v. Staryhab, Inc.

8 OCAHO 1002 1998

DISCRIMINATION

Non-Selection Claim Under 8 U.S.C. Section 1324b(a)(1)

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

OCAHO Case Law, Unlike Title VII, Has Never Recognized the Disparate Impact Theory

Victor Guerrero v. California Department of Corrections and Rehabilitation

11 OCAHO 1264 2015

OCAHO Does Not Have Jurisdiction to Hear Age-Related Discrimination Claims

TOPICAL INDEX

04/30/2024

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321a 2019

DISCRIMINATION

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

OCAHO Has No Authority to Hear Discrimination Claim Based on Third Party's Citizenship Status

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321a 2019

OCAHO Jurisprudence Looks To Cases Under Title VII for General Guidance in Interpreting Section 1324b

Linda Chellouf v. Inter American University of Puerto Rico

12 OCAHO 1269 2016

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

TOPICAL INDEX

04/30/2024

DISCRIMINATION

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

Overlap with EEOC Charges

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Party Invoking Jurisdiction Bears the Burden to Establish That The Court Has Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

Robert Heath v. F18 Consulting and an Anonymous Employer 14 OCAHO 1365 2020

Robert Heath v. VBeyond Corporation and an Anonymous Employer 14 OCAHO 1368 2020

14 OCAHO 1368a 2020

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

DISCRIMINATION

Pattern or Practice

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	2000
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	2003
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	1994
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	1994
<i>United States v. Volvo Trucks North America, Inc.</i>	7	OCAHO	994	1998

Pattern Or Practice of Discrimination Shown If Employer Discriminates As Standard Operating Procedure

TOPICAL INDEX

04/30/2024

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 2014

DISCRIMINATION

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

Linda Chellouf v. Inter American University of Puerto Rico

12 OCAHO 1269 2016

Loleitha Atheria Wilson v. Waste Connections, Inc.

13 OCAHO 1315 2019

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

TOPICAL INDEX

04/30/2024

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

DISCRIMINATION

Prima Facie Case

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

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

TOPICAL INDEX

04/30/2024

Rejection Letter Was Unequivocal Notice of Adverse Decision

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

DISCRIMINATION

Retaliation

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

Benjamin A. K. Yohan v. Central State Hospital 4 OCAHO 593 1994

Brenda Bent v. Brotman Medical Center Pulse Health Services 5 OCAHO 764 1995

Chand Wije v. Barton Springs/Edwards Aquifer C.D. 4 OCAHO 668 1994

Dinko Sefic v. Marconi Wireless 9 OCAHO 1123 2007

Doris Rainwater v. Doctor's Hospice of Georgia, Inc. 12 OCAHO 1300 2017

Drahomira Adame v. Dunkin Donuts 5 OCAHO 722 1995

4 OCAHO 691 1994

Eric Robin Cholerton v. Robert M. Hadley Company, Inc. 7 OCAHO 934 1997

Frederick John Harris v. State of Hawaii, Department of Education 6 OCAHO 922 1997

TOPICAL INDEX

04/30/2024

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO 1124	2007
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1097	2003
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO 1074	2001
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
	7	OCAHO 947	1997
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO 1056	2000
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
	14	OCAHO 1353a	2020
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>John A. Breda v. Kindred Braintree Hospital, LLC</i>	10	OCAHO 1202	2013
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO 837	1996
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO 663	1994
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 638	1994
	4	OCAHO 626	1994
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO 1269	2016

TOPICAL INDEX

04/30/2024

<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO 675	1994
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO 778	1995
<i>Seidou Diarrassouba v. Medallion Financial Corporation</i>	9	OCAHO 1076	2001
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
	13	OCAHO 1332g	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Guardsmark</i>	3	OCAHO 572	1993
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO 786	1995
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO 937	1997
<i>United States v. Zabala Vineyards</i>	6	OCAHO 844	1996
	6	OCAHO 844	1996
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

DISCRIMINATION

Retaliation Claim Under 8 U.S.C. Section 1324b(a)(5)

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Section 1324b Complaint Stated Sufficient Facts to Permit Inference of Discrimination

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

Section 1324b Does Not Encompass All Immigration-Related Discrimination Claims

Jayaben Patel v. USCIS Boston

14 OCAHO 1353 2020

14 OCAHO 1353a 2020

TOPICAL INDEX

04/30/2024

DISCRIMINATION

Section 1324b Does Not Encompass Complaints About Terms and Conditions of Employment

<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	2017
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO	1306a	2018
	13	OCAHO	1306	2017
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015

Similarly Situated Comparators

<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	2013
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	2019

TOPICAL INDEX

04/30/2024

Norberto Sagal Torres v. Pacific Continental Textiles, Inc. 10 OCAHO 1203 2013

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

DISCRIMINATION

Subject Matter Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Hutchinson v. End Stage Renal Disease Network of Florida, Inc. 7 OCAHO 939 1997

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

14 OCAHO 1353a 2020

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

Lonnie W. Hogenmiller v. Lincare, Inc. 7 OCAHO 953 1997

Lydia Annella Anderson v. Newark Public Schools 8 OCAHO 1024 1999

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

Prakash Sinha v. Infosys Limited 14 OCAHO 1373 2020

TOPICAL INDEX

04/30/2024

<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411	2022
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
	14	OCAHO 1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO 1379	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO 1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023
	16	OCAHO 1438b	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

TOPICAL INDEX

04/30/2024

DISCRIMINATION

Tax Protester

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO 960	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997

TOPICAL INDEX

04/30/2024

<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO 926	1997
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

DISCRIMINATION

To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO 1321a	2019
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO 1269	2016
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO 1315	2019
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO 1295	2017
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO 1264	2015

TOPICAL INDEX

04/30/2024

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

DISCRIMINATION

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 Documentary Practices

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Unfair Documentary Practices Claims are Distinct from Discrimination Claims Under Section 1324b(a)(1)

TOPICAL INDEX

04/30/2024

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a 2022

DISCRIMINATION

Where Two Legally Independent Remedies Are Provided, No Barrier To Pursuing Both Simultaneously

Oswalde Woode v. Central Regional Hospital NCDHHS Agency

11 OCAHO 1235 2014

Whether An Employee Was Constructively Discharged is a Fact-Intensive Inquiry

Steven Brown, et al. v. Pilgrims Pride Corporation

14 OCAHO 1379 2020

Who Qualifies as a Protected Individual for Citizenship Status Discrimination

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

Benjamin Stephen Mackinnon v. The Financial Times

13 OCAHO 1316 2019

Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC

12 OCAHO 1302 2017

Li Zu v. Avalon Valley Rehabilitation Center

14 OCAHO 1376 2020

TOPICAL INDEX

04/30/2024

<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO	1315	2019
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	2013
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287a	2016
	12	OCAHO	1287	2016
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	2015
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	2018

DISMISSAL

<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
---	----	-------	-------	------

Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	1994
---	---	-------	-----	------

TOPICAL INDEX

04/30/2024

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471c	2023
<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	622	1994
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	1993
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	1994
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO	605	1994
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	1994
<i>Noe Rodriguez v. Tyson Foods, Inc.</i>	9	OCAHO	1109	2004
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413b	2022
<i>Robert Paul Heath v. Niha Technologies</i>	16	OCAHO	1427a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421a	2022
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO	1410c	2022
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	1994
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Cordin Company</i>	10	OCAHO	1162	2012
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO	656	1994
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO	1404	2021
	15	OCAHO	1404	2021
<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	2013
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1054	2000
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023
<i>Zoila Palma v. Farley Foods</i>	5	OCAHO	757	1995

DISMISSAL

Acting Lawfully Under a Regulation

TOPICAL INDEX

04/30/2024

Tanya Louise Seaver v. BAE Systems

9 OCAHO 1111 2004

DISMISSAL

After-Acquired Information

Olatunji Moshood Fakunmoju v. Claims Administration Corporation

4 OCAHO 624 1994

ALJ Declined to Dismiss Complaint Based on Abandonment

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc

15 OCAHO 1388g 2022

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

17 OCAHO 1471 2023

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

ALJ Dismissed Complaint Without Prejudice When No Timely Motion for Substitution Was Made

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427d 2023

DISMISSAL

ALJ Dismissed Complaint Without Prejudice When No Timely Substitution Motion Was Filed

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433d 2023

Robert Heath v. Ancile, Inc. 15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385g 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395f 2023

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437d 2023

Robert Heath v. Infosoft Solutions 16 OCAHO 1447c 2023

Robert Heath v. Smart Works, LLC 16 OCAHO 1434c 2023

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418e 2023

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413f 2023

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419d 2023

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410f 2023

TOPICAL INDEX

04/30/2024

DISMISSAL

ALJ Has Discretion to Determine Whether Dismissal Without Prejudice Is Appropriate

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474a 2023

ALJ Has Discretion to Dismiss Case After Deeming Complaint Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

ALJ Has Discretion to Dismiss With or Without Prejudice When Dismissal Request Doesn't Specify

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

United States v. Chinese Back Rub d/b/a Chinese Massage 17 OCAHO 1452 2022

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant 18 OCAHO 1492 2023

TOPICAL INDEX

04/30/2024

DISMISSAL

ALJ Held Status Conference to Clarify Settlement Term

United States v. Cabello Recovery and Auction Services, Inc. 18 OCAHO 1514a 2024

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473a 2023

Leonarda Ramirez v. Sam's Club 18 OCAHO 1525 2024

Robert Heath v. Vbeyond Corporation and an Anonymous Employer 14 OCAHO 1368a 2020

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Emiliano Rios-Villatoro 14 OCAHO 1364 2020

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

TOPICAL INDEX

04/30/2024

DISMISSAL

ALJ May Look to Extrinsic Evidence to Determine Parties' Intent to Dismiss With or Without Prejudice

United States v. Grove Hotel, LLC 18 OCAHO 1497a 2023

ALJ May Require Complainant to Show Cause Why Complaint Should Not Be Dismissed

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Robert Heath v. Vbeyond Corporation and an Anonymous Employer 14 OCAHO 1368a 2020

ALJ May sua sponte Dismiss Complaint For Failure to State a Claim

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

TOPICAL INDEX

04/30/2024

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438h	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023
	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022

DISMISSAL

Circuit Court Factors for Determining Whether to Dismiss Case as Discovery Sanction

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
--	----	-------	-------	------

Citizenship Status Claim(s)

<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

DISMISSAL

Citizenship Status Discrimination

<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	2013
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	2019
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	1997
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	2013
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	2011
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	2014
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013

Citizenship Status Jurisdiction

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	1994
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	2002

TOPICAL INDEX

04/30/2024

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1083	2002
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368a	2020
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020

DISMISSAL

Collateral Estoppel

<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO 746	1995
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO 1376	2020

Consent Findings

<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO 1403	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372a	2022

TOPICAL INDEX

04/30/2024

DISMISSAL

Court May Dismiss Complaint Sua Sponte Should Service Not Be Accomplished

United States v. DJ's Transport 18 OCAHO 1488 2023

Court May Dismiss Under FRCP 41(a)(2) On Terms the Court Considers Proper

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474a 2023

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

TOPICAL INDEX

04/30/2024

Denial of Motion to Dismiss

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413c	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375f	2022

DISMISSAL

Dismissal

<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO 1452	2022
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO 1497a	2023

Dismissal Procedures in Section 68.37 May Apply Where a Party Cannot or Does Not Participate in Their Case

<i>Robert Heath v. Amazee Global Ventures</i>	16	OCAHO 1433a	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385d	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO 1395c	2022
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO 1437a	2022
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO 1447	2022

TOPICAL INDEX

04/30/2024

Robert Heath v. Smart Works, LLC

16 OCAHO 1434a 2022

DISMISSAL

Dismissal Pursuant to 28 C.F.R. Section 68.14(a)(2) Is A Final Case Disposition

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

Dismissal Pursuant to Notice of Settlement is Subject to Approval of the ALJ

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

United States v. Chagrin Valley Paving, Inc.

18 OCAHO 1502 2023

United States v. Harikrishna Corporation d/b/a Park Inn by Radisson

18 OCAHO 1498 2023

Dismissal Under Rule 12(b) of the Federal Rules of Civil Procedure

Him Yeung v. Washington State Department of Licensing

17 OCAHO 1473b 2024

TOPICAL INDEX

04/30/2024

DISMISSAL

Dismissal Under Rule 25(a)(1) of the Federal Rules of Civil Procedure

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

TOPICAL INDEX

04/30/2024

DISMISSAL

Dismissal Under Rule 41(a) of the Federal Rules of Civil Procedure

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO	1356	2020
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

Dismissal Under Rule 41(a)(2) of the Federal Rules of Civil Procedure

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023

TOPICAL INDEX

04/30/2024

DISMISSAL

Dismissal With Prejudice

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO	1482	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

DISMISSAL

Dismissal With Prejudice Appropriate When Extensive Litigation Has Occurred

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc

15 OCAHO 1388g 2022

Dismissal With Prejudice Bars Any Further Proceedings Based on Identical Facts

United States v. Frimmel Management, LLC

12 OCAHO 1271 2017

United States v. Frimmel Management, LLC d/b/a Uncle Sam's

13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

United States v. Frimmel Management, LLS

12 OCAHO 1271 2016

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

TOPICAL INDEX

04/30/2024

Dismissal With Prejudice Bars Subsequent Action Between the Same Parties On the Same Claim

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

DISMISSAL

Dismissal With Prejudice Has Both Res Judicata and Collateral Estoppel Consequences

United States v. Frimmel Management, LLC

12 OCAHO 1271 2017

United States v. Frimmel Management, LLC d/b/a Uncle Sam's

13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

United States v. Frimmel Management, LLS

12 OCAHO 1271 2016

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant

18 OCAHO 1492 2023

Zaji Obatala Zajradhara v. Changxing Corporation

14 OCAHO 1356 2020

Dismissal With Prejudice is the Equivalent of a Decision on the Merits

TOPICAL INDEX

04/30/2024

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	2015
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO	1356	2020

DISMISSAL

Dismissal Without Prejudice

<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024

TOPICAL INDEX

04/30/2024

<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

DISMISSAL

Dismissal Without Prejudice Allows Complainant to Reinstate Matter By Filing New Complaint

TOPICAL INDEX

04/30/2024

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant 18 OCAHO 1492 2023

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

DISMISSAL

Dismissal Without Prejudice Appropriate When Case Is At An Early Stage

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Dismissal Without Prejudice Appropriate When Respondent Did Not Identify Any Prejudice

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

Dismissal Without Prejudice Does Not Bar A Second Suit

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429a 2022

TOPICAL INDEX

04/30/2024

Dismissal Without Prejudice Leaves the Parties As If No Action Had Been Brought At All

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	2015

DISMISSAL

Document Abuse Claim Dismissed on Summary Decision

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
---	----	-------	-------	------

Documents Attached to Complaint Considered Part of Complaint

<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO	1323	2020
------------------------------------	----	-------	------	------

TOPICAL INDEX

04/30/2024

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321 2019

DISMISSAL

Even Under Liberal Pleading Standards, Claims Lacking Adequate Basis Must Be Dismissed

Terri Ann Jablonski v. Kelly Legal Services, et al.

12 OCAHO 1282 2016

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

Factors Relevant to the Consideration of a Motion to Dismiss Without Prejudice

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332g 2020

TOPICAL INDEX

04/30/2024

Factors to Consider When Determining Whether to Grant Dismissal With or Without Prejudice

United States v. Grove Hotel, LLC 18 OCAHO 1497a 2023

DISMISSAL

Failure to Amend Section 1324b Complaint to Show Number of Employees May Lead to Dismissal

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

Failure to Comply With ALJ Orders May Warrant Dismissal

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388 2021

15 OCAHO 1388f 2022

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413b	2022
<i>Robert Paul Heath v. Niha Technologies</i>	16	OCAHO	1427a	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421a	2022
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO	1410c	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022

DISMISSAL

Failure To File Answer May Be Deemed a Waiver of Right to Appear and Contest Allegations

<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023

Failure to File Ordered Status Report May Warrant Dismissal

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Failure to Indicate Respondent's Number of Employees May Lead to Dismissal of 1324b Complaint

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

DISMISSAL

Failure to Plead Jurisdiction May Lead to Dismissal of Complaint

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

16 OCAHO 1423c 2023

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

Failure to Respond

United States v. Mitchell Greif, President, Coast Poly, LLC 10 OCAHO 1177 2013

TOPICAL INDEX

04/30/2024

DISMISSAL

Failure to Respond to an Order May Be Deemed an Abandonment of a Party's Complaint

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471c	2023
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413b	2022
<i>Robert Paul Heath v. Niha Technologies</i>	16	OCAHO	1427a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421a	2022
<i>Robert Paul Heath v. Tringapps</i>	15	OCAHO	1410c	2022
<i>United States v. Ferrantino Fuel Corp.</i>	13	OCAHO	1335	2020

Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO	1388g	2022
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
	18	OCAHO	1487	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO	1404	2021
<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
	17	OCAHO	1448b	2022
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022

DISMISSAL

Failure to Respond to Court Orders May Lead to Dismissal of Complaint

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022
	16	OCAHO	1423a	2022

Failure to State a Claim

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	2016
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	1992
<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO	735	1995
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	1995
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	2019
<i>Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc.</i>	1	OCAHO	275	1990
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	2011
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	1997
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	1992
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	1994
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	1997
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	1992
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	1992

TOPICAL INDEX

04/30/2024

<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO 537	1993
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO 707	1994
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 705	1994
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO 929	1997
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Sellaro v. Elektra Records</i>	3	OCAHO 495	1993
	3	OCAHO 461	1992
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO 957	1997
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO 33	1988
<i>United States v. Capitol Arts & Frames, Inc.</i>	1	OCAHO 229	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	1997

DISMISSAL

Final Order of Dismissal Based on Abandonment Analogous to Entry of Default Judgment

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	2015

TOPICAL INDEX

04/30/2024

DISMISSAL

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

TOPICAL INDEX

04/30/2024

<i>Bassey J. Udofot v. Kaman Sciences Corporation</i>	1	OCAHO 208	1990
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO 526	1993
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO 406	1992
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 547	1993
	3	OCAHO 535	1993
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO 392	1991
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO 64	1989
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 884	1996
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO 203	1990
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO 357	1991
	1	OCAHO 272	1990
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO 222	1990
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 558	1993
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO 654	1994
<i>Fordjour v. General Dynamics</i>	1	OCAHO 286	1991
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO 484	1993

TOPICAL INDEX

04/30/2024

<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 476	1992
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO 223	1990
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO 144	1990
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO 192	1990
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO 432	1992
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 227	1990
	1	OCAHO 214	1990
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 266	1990
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO 524	1993
<i>Jimmy-Jack Jackai v. Frito-Lay, Inc. and North Texas State University Career Planning and Placement Service</i>	1	OCAHO 188	1990
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO 490	1993
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO 471	1992
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO 609	1994
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO 160	1990
<i>Manuel Garcia v. Watertown Nurseries</i>	1	OCAHO 233	1990

TOPICAL INDEX

04/30/2024

<i>Marcelino Rivera v. Trees Now, Inc.</i>	1	OCAHO	234	1990
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	1993
<i>Maria Guzman v. Guardian Electric Manufacturing Company</i>	3	OCAHO	546	1993
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	1993
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	1991
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	1990
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO	529	1993
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	1993
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	1993
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	1997
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	1989
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	391	1991
<i>United States v. Auburn University</i>	4	OCAHO	658	1994
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO	33	1988
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO	249	1990
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO	250	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	1989
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO	32	1988
<i>United States v. Cristina Galeas</i>	5	OCAHO	790	1995
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	1988
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO	206	1990
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	1991
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	681	1994
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	264	1990
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO	6	1988
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	1989
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO	172	1990
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO	750	1995
<i>United States v. Lighthouse Restaurant</i>	1	OCAHO	7	1988
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO	870	1996
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	1991
	3	OCAHO	507	1993
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Ramada Inn Old Town</i>	1	OCAHO 103	1989
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO 659	1994
<i>United States v. Simon Osagie Iyawo</i>	5	OCAHO 744	1995
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO 325	1991
<i>United States v. Sparky's Waterfront Saloon, Inc.</i>	1	OCAHO 126	1990
<i>United States v. Tenampa Ballroom</i>	1	OCAHO 38	1988
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO 571	1993
<i>United States v. Visit USA Bureau - San Francisco, Inc.</i>	1	OCAHO 155	1990
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO 741	1995

DISMISSAL

If Motion to Substitute Is Not Made Within Time Set By Court, Case May Be Dismissed

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433c	2023
	16	OCAHO 1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411c	2023
	15	OCAHO 1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385f	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395e	2023
	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

TOPICAL INDEX

04/30/2024

DISMISSAL

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO 1350	2020
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504b	2024

Issue of Subject Matter Jurisdiction May Be Raised Sua Sponte by the Court

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022

Joint Dismissal

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
---	----	------------	------

TOPICAL INDEX

04/30/2024

<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO	1482	2023
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023

TOPICAL INDEX

04/30/2024

DISMISSAL

Joint Motion

<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO 609	1994
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474a	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386f	2021
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO 1494a	2023

Joint Motion to Dismiss Based on Settlement

<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO 1493b	2024
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO 1511	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO 1511a	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO 1514a	2024
	18	OCAHO 1514a	2024
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO 1526	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023

DISMISSAL

Joint Motion to Dismiss With Prejudice

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
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Joint Motion to Dismiss Without Prejudice

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024

Joint Stipulation of Dismissal Under Rule 41(a) of the Federal Rules of Civil Procedure

TOPICAL INDEX

04/30/2024

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

DISMISSAL

Joint Stipulation of Dismissal With Prejudice

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1509 2023

Y.Y. v. Zuora

15 OCAHO 1402b 2022

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

Jurisdiction

Alexander T. Mikhailine v. WebSci Technologies, Inc.

8 OCAHO 1033 1999

Aurelio Galindo v. Smithfield Foods & Yuma County

14 OCAHO 1369 2020

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321 2019

Christopher Winkler v. Timlin Corporation

6 OCAHO 912 1997

Earl Russel Horne v. Town of Hampstead

6 OCAHO 906 1997

Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.

7 OCAHO 943 1997

TOPICAL INDEX

04/30/2024

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1083	2002
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368a	2020
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO 850	1996
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417d	2023
	16	OCAHO 1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423c	2023
	16	OCAHO 1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396b	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO 1472	2023

TOPICAL INDEX

04/30/2024

DISMISSAL

McDonnell-Douglas Framework Not Evidentiary Standard in Motion to Dismiss Context

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

Mere Prospect of Second Lawsuit Does Not Amount to Plain Legal Prejudice

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

Motion to Dismiss

Him Yeung v. Washington State Department of Licensing

17 OCAHO 1473b 2024

Motion to Dismiss Is Not the Vehicle for the Court to Resolve Factual Disputes

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

TOPICAL INDEX

04/30/2024

DISMISSAL

Motion to Dismiss Request for Hearing Based on Abandonment

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

Motion to Withdraw Complaint and Dismiss Construed As Motion to Dismiss Pursuant to Settlement

United States v. Harikrishna Corporation d/b/a Park Inn by Radisson 18 OCAHO 1498 2023

Motions for Voluntary Dismissal Generally Granted Unless Non-Moving Party Will Suffer Prejudice

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381p 2024

14 OCAHO 1381p 2024

Cheryl Ann Hughes v. Fiat Chrysler Automotive 13 OCAHO 1336 2020

Mark Scheller Hooper v. Intel Corporatiion 13 OCAHO 1330 2019

Mark Scheller Hooper v. Nokia Corporatiion 13 OCAHO 1328 2019

TOPICAL INDEX

04/30/2024

<i>Mark Scheller Hooper v. Skyworks, Inc.</i>	13	OCAHO	1329	2019
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill</i>	13	OCAHO	1325	2019
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO	1356	2020
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

DISMISSAL

National Origin Claim(s)

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

National Origin Discrimination

TOPICAL INDEX

04/30/2024

<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	2012
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020

DISMISSAL

National Origin Jurisdiction

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	1999
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	1995
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	1994
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	1997
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	2002
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO	1376	2020
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	1993

TOPICAL INDEX

04/30/2024

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	1995
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
	14	OCAHO	1373d	2024
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	907	1997
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	1997
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023

DISMISSAL

Non-Responsiveness May Indicate Abandonment of a Complaint That Warrants Dismissal

<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023
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Notice of Settlement

TOPICAL INDEX

04/30/2024

<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023

DISMISSAL

OCAHO Rules Do Not Specifically Cover Voluntary Dismissal By The Complainant

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
	14	OCAHO	1381p	2024
<i>Cheryl Ann Hughes v. Fiat Chrysler Automotive</i>	13	OCAHO	1336	2020
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Mark Scheller Hooper v. Intel Corporatiion</i>	13	OCAHO	1330	2019
<i>Mark Scheller Hooper v. Nokia Corporatiion</i>	13	OCAHO	1328	2019
<i>Mark Scheller Hooper v. Skyworks, Inc.</i>	13	OCAHO	1329	2019
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill</i>	13	OCAHO	1325	2019

TOPICAL INDEX

04/30/2024

<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO 1390a	2021
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402a	2022
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO 1356	2020
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429a	2022

DISMISSAL

OCAHO's Rules Are Silent as to Voluntary Dismissals Outside the Settlement Context

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474a	2023
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OCAHO's Rules Provide for Dismissal Under Various Specific Circumstances

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474a	2023
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On Default Judgment, Request for Hearing Is Dismissed and Judgment Is Entered for Complainant

<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO 1489	2023
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TOPICAL INDEX

04/30/2024

DISMISSAL

Opportunity to Respond to ALJ's Potential sua sponte Dismissal

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Order Dismissing Complaint Pursuant to Rule 25 of the Federal Rules of Civil Procedure

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433d 2023

Robert Heath v. Ancile, Inc. 15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385g 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395f 2023

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437d 2023

Robert Heath v. Infosoft Solutions 16 OCAHO 1447c 2023

Robert Heath v. Smart Works, LLC 16 OCAHO 1434c 2023

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418e 2023

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413f 2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

DISMISSAL

Order Granting Motion to Dismiss

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438h	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023

Parties Jointly Moved to Dismiss With Prejudice at Prehearing Conference

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Parties Jointly Moved to Dismiss Without Prejudice at Prehearing Conference

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022

DISMISSAL

Parties That Enter Into Settlement Agreement Shall Follow 28 C.F.R. Section 68.14 to Seek Dismissal

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471d	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

DISMISSAL

Parties That Enter Settlement Agreement Shall Follow 28 C.F.R. Section 68.14 To Seek Dismissal

<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
	18	OCAHO	1492	2023

Party Moving for Dismissal Failed to Provide Law Supporting Dismissal

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375f	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

DISMISSAL

Party Moving for Dismissal Has Burden of Establishing That Dismissal Is Appropriate

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Persons Protected

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Olatunji Moshood Fakunmoju v. Claims Administration Corporation 4 OCAHO 624 1994

Prior Section 1324b Cases Have Been Dismissed for Failure to Timely File Complaint With OCAHO

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

TOPICAL INDEX

04/30/2024

Protected Individual

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

DISMISSAL

Request for Hearing May Be Dismissed Upon Its Abandonment by Party Who Filed It

United States v. ALCO Construction, Inc. 18 OCAHO 1517 2024

United States v. Chilitto Pikin LLC 18 OCAHO 1486 2023

United States v. Dubose Drilling, Inc. 18 OCAHO 1487a 2023

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales 18 OCAHO 1515 2024

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460b 2023

17 OCAHO 1460a 2022

United States v. Mendoza Maintenance Group, Inc. 18 OCAHO 1516 2024

United States v. Milwhite, Inc. 17 OCAHO 1469a 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459d 2023

United States v. Nash Patio and Garden Ltd., Co. 19 OCAHO 1543 2024

TOPICAL INDEX

04/30/2024

<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448b	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
	17	OCAHO	1457b	2022
	17	OCAHO	1457b	2022
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

DISMISSAL

Respondent

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	1994
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Retaliation

<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

DISMISSAL

Retaliation Claim Dismissed on Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Service

United States v. Mayfly Fashion, Inc. 6 OCAHO 894 1996

Service of Complaint

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473a 2023

Leonarda Ramirez v. Sam's Club 18 OCAHO 1525 2024

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

TOPICAL INDEX

04/30/2024

DISMISSAL

Settlement

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	2016
<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO	1323	2020
<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	2006
<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO	1482	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	1994
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	2013
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	1997
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	1995
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
	18	OCAHO	1492	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	1994
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO	1009	1998
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023

TOPICAL INDEX

04/30/2024

DISMISSAL

Stay of Proceedings

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023

Stay of Proceedings May Be Issued When Dismissal May Be Imminent

<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023

Stay of Proceedings Pending Adjudication of Motion to Dismiss

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022

TOPICAL INDEX

04/30/2024

<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023

DISMISSAL

Subject Matter Jurisdiction

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	1997
<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	1997
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	1997
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO	942	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO	954	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996

TOPICAL INDEX

04/30/2024

<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO 1022	1999
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
	14	OCAHO 1353a	2020
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO 923	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO 1358	2020
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO 1376	2020
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO 1057	2000
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO 1352	2020
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368a	2020
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>United States v. American Airlines</i>	8	OCAHO 1044	2000
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020

TOPICAL INDEX

04/30/2024

<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO 1054	2000
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO 1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423a	2022

DISMISSAL

Summary Decision

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO 1337	2019
<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO 1176	2013
<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO 1321a	2019
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO 824	1995
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996

TOPICAL INDEX

04/30/2024

<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO	1187	2013
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	2013
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	2009
	10	OCAHO	1128	2009
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO	1376	2020
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO	1354	2020
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	2009
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	1996
	6	OCAHO	861	1996
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

DISMISSAL

Tax Protester

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO	928	1997
---	---	-------	-----	------

TOPICAL INDEX

04/30/2024

<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997

DISMISSAL

Timeliness

<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>United States v. Performance Printing Corporation</i>	5	OCAHO 779	1995

Treated as Motion for Summary Decision Where Evidence Outside Pleadings is Considered

TOPICAL INDEX

04/30/2024

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 2015

11 OCAHO 1216 2014

DISMISSAL

Untimely Charge

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

Untimely Complaint

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Untimely Filing

Ashwani Goel v. Indotronix Internation Corporation

9 OCAHO 1102 2003

Ernestina C. Lopez v. James Jung, Hallmark Cleaners

10 OCAHO 1171 2013

Galdino Casillas Garcia v. McCarron Electric Company

5 OCAHO 747 1995

TOPICAL INDEX

04/30/2024

<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO 716	1994
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO 843	1996
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO 809	1995
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO 726	1995
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO 1188	2013
<i>Sall v. Wal-Mart Stores, Inc.</i>	10	OCAHO 1161	2012
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO 999	1998

DISMISSAL

Voluntary Dismissal

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO 1381p	2024
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO 1453	2022

TOPICAL INDEX

04/30/2024

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

DISMISSAL

Voluntary Dismissal by Complainant

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381o 2022

14 OCAHO 1381p 2024

Cheryl Ann Hughes v. Fiat Chrysler Automotive

13 OCAHO 1336 2020

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324e 2021

Mark Scheller Hooper v. Intel Corporatiion

13 OCAHO 1330 2019

Mark Scheller Hooper v. Nokia Corporatiion

13 OCAHO 1328 2019

Mark Scheller Hooper v. Skyworks, Inc.

13 OCAHO 1329 2019

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332g 2020

United States v. La Parisienne Bakery, LLC

15 OCAHO 1390a 2021

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

Zaji Obatala Zajradhara v. Changxing Corporation

14 OCAHO 1356 2020

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

DISMISSAL

When Considering Motion to Dismiss, Court Limits Analysis to the Four Corners of the Complaint

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Robert Heath v. Optnation and an Anonymous Employer

14 OCAHO 1374a 2021

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

With Prejudice

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324e 2021

Eusebio Huesca v. Rojas Bakery

4 OCAHO 654 1994

Hernandez v. Farley Candy Company

5 OCAHO 810 1995

TOPICAL INDEX

04/30/2024

<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	1996
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	1994
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Auburn University</i>	4	OCAHO	658	1994
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	1994
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO	1356	2020

DISMISSAL

Without Prejudice

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	1994
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TOPICAL INDEX

04/30/2024

<i>Cheryl Ann Hughes v. Fiat Chrysler Automotive</i>	13	OCAHO	1336	2020
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473a	2023
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	1994
<i>Mark Scheller Hooper v. Intel Corporatiion</i>	13	OCAHO	1330	2019
<i>Mark Scheller Hooper v. Nokia Corporatiion</i>	13	OCAHO	1328	2019
<i>Mark Scheller Hooper v. Skyworks, Inc.</i>	13	OCAHO	1329	2019
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

TOPICAL INDEX

04/30/2024

<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO 672	1994
<i>United States v. Emiliano Rios-Villatoro</i>	14	OCAHO 1364	2020
<i>United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill</i>	13	OCAHO 1325	2019
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416h	2024
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO 1390a	2021
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429a	2022

DOCUMENT ABUSE

Acceptable Documents

<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO 1295	2017

Analyzed Under McDonnell Douglas Burden-Shifting Framework

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
---	----	-------------	------

TOPICAL INDEX

04/30/2024

Back Pay

<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO 961	1997
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 636	1994

DOCUMENT ABUSE

Citizenship Status

<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO 1300	2017
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO 1066	2001
	9	OCAHO 1066	2001
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare</i>	11	OCAHO 1227	2014
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO 1311	2018

Citizenship Status Discrimination

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO 1088	2003
--	---	------------	------

TOPICAL INDEX

04/30/2024

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

DOCUMENT ABUSE

Civil Money Penalty

United States v. The Beverly Center 5 OCAHO 762 1995

Definition

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Discrimination

Michael K. Lee v. Airtouch Communications 6 OCAHO 901 1996

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

TOPICAL INDEX

04/30/2024

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO 1190	2013
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

DOCUMENT ABUSE

Document Abuse Can Occur At Any Time During the Hiring Process

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
---	----	-------------	------

Document Abuse Claim Based on Citizenship Status May Be Raised Only By Protected Individuals

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO 1316	2019
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO 1302	2017
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO 1300	2017
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO 1311	2018

TOPICAL INDEX

04/30/2024

DOCUMENT ABUSE

Document Abuse is Inherently an Unfair Immigration-Related Employment Practice

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
	13	OCAHO	1345a	2020

Documents

<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	1997
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO	961	1997
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO	900	1996
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	1999

Elements Required to Establish a Claim of Document Abuse

TOPICAL INDEX

04/30/2024

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
	13	OCAHO	1345a	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021

DOCUMENT ABUSE

Employer's Refusal to Accept Promise of Document In Lieu of Actual Document is not Document Abuse

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	2014
--------------------------------	----	-------	------	------

Failure to State a Claim

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	1997
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	1997

TOPICAL INDEX

04/30/2024

<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO 1140	2011
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO 1236	2014
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO 929	1997
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1040	2000
	8	OCAHO 1040	2000

DOCUMENT ABUSE

TOPICAL INDEX

04/30/2024

Daniel DeNardo v. WH Smith USA Travel 9 OCAHO 1080 2002

DOCUMENT ABUSE

Generally

Celia Simon v. Ingram Micro, Inc. 9 OCAHO 1088 2003

Frederick John Harris v. State of Hawaii, Department of Education 6 OCAHO 922 1997

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

James D. Westendorf v. Brown & Root, Inc. 3 OCAHO 477 1992

Michael K. Lee v. Airtouch Communications 6 OCAHO 888 1996

United States v. A.J. Bart, Inc. 3 OCAHO 538 1993

United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc. 6 OCAHO 900 1996

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

United States v. Guardsmark 3 OCAHO 572 1993

United States v. Mar-Jac Poultry, Inc. 10 OCAHO 1148 2012

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 5 OCAHO 748 1995

United States v. Zabala Vineyards 6 OCAHO 830 1995

TOPICAL INDEX

04/30/2024

DOCUMENT ABUSE

Illegal Immigration Reform and Immigrant Responsibility Act of 1996

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

Intent Requirement

Celia Simon v. Ingram Micro, Inc. 9 OCAHO 1088 2003

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

TOPICAL INDEX

04/30/2024

Jurisdiction

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO 923	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
	4	OCAHO 594	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 636	1994

DOCUMENT ABUSE

National Origin

<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO 1300	2017
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002

TOPICAL INDEX

04/30/2024

DOCUMENT ABUSE

No Document Abuse When Respondent Did Not Request Documents From Complainant

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

No Document Abuse Where Employer Asked Only for Valid Documents, Not More or Different Documents

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

No Evidence That Employer Requested Documents for a Discriminatory Reason

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

No Prima Facie Case of Document Abuse When Employer's Actions are Compliant With the Law

Michael Edward Johnson v. Progressive Roofing 12 OCAHO 1295 2017

TOPICAL INDEX

04/30/2024

DOCUMENT ABUSE

Persons Protected

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	2019
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	2017
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	2002
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	1995
	4	OCAHO	601	1994
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO	880	1996

Prima Facie Case

<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	1997
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	2003
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	2001
	9	OCAHO	1066	2001

TOPICAL INDEX

04/30/2024

<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Michael Edward Johnson v. Progressive Roofing</i>	12	OCAHO 1295	2017
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO 1190	2013

DOCUMENT ABUSE

Requirements to Establish a Claim of Document Abuse

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021

Tax Protester

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997

TOPICAL INDEX

04/30/2024

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO 923	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997

DOCUMENT FRAUD

Burden of Proof

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO 1349a	2020
	14	OCAHO 1349	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021

DOCUMENT FRAUD

Cease and Desist

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021

Claims of Visa Fraud or Document Fraud Must Be Brought by the Government

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

DOCUMENT FRAUD

Denial of Motion to Dismiss Document Fraud Complaint

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375 2020

Deportation

United States v. Kaday Musu Thoronka 5 OCAHO 725 1995

United States v. Orlando Diaz-Rosas 4 OCAHO 702 1994

United States v. Oscar Eduardo Villatoro-Guzman 4 OCAHO 652 1994

Dismissal

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

TOPICAL INDEX

04/30/2024

DOCUMENT FRAUD

Evidence Required to Establish a Violation of 8 U.S.C. Section 1324c

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO 1349	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO 1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380	2020
	14	OCAHO 1380a	2021

Failure to State a Claim

<i>United States v. Garcia-Guaneros</i>	13	OCAHO 1334	2020
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375	2020

Fine

TOPICAL INDEX

04/30/2024

<i>United States v. Maria Sourovova</i>	8	OCAHO 1020	1998
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994

DOCUMENT FRAUD

Form I-9

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. David Segura-Sataray</i>	4	OCAHO 703	1994
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995
	5	OCAHO 727	1995
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO 724	1995
	5	OCAHO 724	1995
<i>United States v. Simon Osagie Iyaw</i>	5	OCAHO 744	1995

Generally

<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO 862	1996
--	---	-----------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO 862	1996
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO 732	1995
	5	OCAHO 732	1995
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO 725	1995
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO 24	1988
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 96	1989
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO 792	1995
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO 822	1995
<i>United States v. Pedro Dominguez</i>	8	OCAHO 1000	1998
	7	OCAHO 972	1997
	8	OCAHO 1000	1998
	7	OCAHO 972	1997
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO 823	1995
	6	OCAHO 823	1995
<i>United States v. Roberto C. Davila</i>	7	OCAHO 936	1997

TOPICAL INDEX

04/30/2024

United States v. Roberto C. Davila

7 OCAHO 936 1997

DOCUMENT FRAUD

Government Bears the Burden of Proving All Elements of an 8 U.S.C. Section 1324c Claim

United States v. Alma Delia Rubio-Reyes

14 OCAHO 1349a 2020

14 OCAHO 1349 2020

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474 2023

United States v. Sanchita Bhattacharya

14 OCAHO 1380a 2021

In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

United States v. Leticia Velarde

14 OCAHO 1384 2020

Knowledge

TOPICAL INDEX

04/30/2024

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO	1004	1998
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	1989
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	1998
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021

DOCUMENT FRAUD

Liability

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023

TOPICAL INDEX

04/30/2024

DOCUMENT FRAUD

OCAHO Has Jurisdiction Over Visa Fraud Claims, But Such Claims Must be Brought by the Government

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
	14	OCAHO	1349	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020

TOPICAL INDEX

04/30/2024

United States v. Sanchita Bhattacharya

14 OCAHO 1380a 2021

DOCUMENT FRAUD

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c(a)(2)

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c(a)(5)

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

Respondent Liable Under Section 1324c(a)(5) for Filing Form I-485 Containing False Statements

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

Respondent Must Present Evidence in Support of Potential Mitigation Factors in Section 1324c Cases

TOPICAL INDEX

04/30/2024

United States v. Leticia Velarde

14 OCAHO 1384 2020

DOCUMENT FRAUD

Sale of Fraudulent Documents Is A Serious Violation

United States v. Leticia Velarde

14 OCAHO 1384 2020

Section 1324c Applies to Individuals Who Present Fraudulent Documents to Obtain Private Employment

United States v. Alma Delia Rubio-Reyes

14 OCAHO 1349a 2020

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

Summary Decision

United States v. Alma Delia Rubio-Reyes

14 OCAHO 1349a 2020

14 OCAHO 1349 2020

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454b 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	1998
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021

DOCUMENT FRAUD

Under Section 1324c, ALJ Must Impose a Penalty for Each Document for Which a Violation is Found

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
--	----	-------	-------	------

Unlabeled Identification Document Attached to Complaint Is Not Enough to Establish Liability

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020
--	----	-------	------	------

Who Can Bring a Claim of Document Fraud

TOPICAL INDEX

04/30/2024

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

DOCUMENTS

A Restricted Social Security Card is Not Sufficient to Establish Employment Authorization

Manikandan Sivasankar v. Strategic Staffing Solutions

14 OCAHO 1354 2020

Acceptable

United States v. Acosta, Inc. d/b/a McDonald's

7 OCAHO 961 1997

United States v. Diversified Technology and Services of Virginia, Inc.

9 OCAHO 1095 2003

Documents Presented for Employment Eligibility Verification Must Be Valid and Not Expired

Manikandan Sivasankar v. Strategic Staffing Solutions

14 OCAHO 1354 2020

TOPICAL INDEX

04/30/2024

DOCUMENTS

Form I-94

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

Generally

United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO 358 1991

2 OCAHO 358 1991

United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc. 6 OCAHO 845 1996

United States v. Chums Corporation 6 OCAHO 842 1996

6 OCAHO 842 1996

United States v. Gloria Fashions, Inc. 6 OCAHO 839 1996

6 OCAHO 839 1996

United States v. Renato Parondo Jaque 6 OCAHO 823 1995

6 OCAHO 823 1995

TOPICAL INDEX

04/30/2024

<i>United States v. SDI Industries, Inc.</i>	3	OCAHO 465	1992
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993

DOCUMENTS

No Document Abuse Where Employer Asked Only for Valid Documents, Not More or Different Documents

<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
--	----	------------	------

Privilege Claim

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1087	2002
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020
<i>United States v. Ramada Inn Old Town</i>	1	OCAHO 103	1989
	1	OCAHO 105	1989
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO 465	1992

DOUBLE JEOPARDY

Defense(s)

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996

DOUBLE JEOPARDY

Generally

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994

Penalties

<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996
---	---	-----------	------

DUTY

Employee

TOPICAL INDEX

04/30/2024

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

DUTY

Employer(s)

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 1994

United States v. Burns and Intra-Continental Enterprises 5 OCAHO 768 1995

United States v. David Jenkins 5 OCAHO 743 1995

United States v. Davis Nursery, Inc. 4 OCAHO 694 1994

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner 4 OCAHO 670 1994

United States v. Karnival Fashion, Inc. 5 OCAHO 769 1995

United States v. R&M Fashion, Inc. 6 OCAHO 826 1995

Employers Do Not Have to Complete I-9s for Employees Hired Prior to the Effective Date of IRCA

Form I-9

TOPICAL INDEX

04/30/2024

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	2014
	11	OCAHO	1217	2014

DUTY

Form I-9

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	1994
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	1996
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	1994
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	1994
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	1994

Generally

<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	1993
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	1993

EDUCATION

TOPICAL INDEX

04/30/2024

Generally

United States v. Bayley's Quality Seafoods, Inc. 1 OCAHO 238 1990

EDUCATION

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

TOPICAL INDEX

04/30/2024

**ELECTRONIC EMPLOYMENT ELIGIBILITY
VERIFICATION**

Acceptable Documents

Michael Edward Johnson v. Progressive Roofing 12 OCAHO 1295 2017

Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

Employers Enrolled in E-Verify May Only Accept List B Document Containing a Photograph

Michael Edward Johnson v. Progressive Roofing 12 OCAHO 1295 2017

Errors In Employee's Information in E-Verify

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

TOPICAL INDEX

04/30/2024

**ELECTRONIC EMPLOYMENT ELIGIBILITY
VERIFICATION**

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Final Nonconfirmation

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 2014

10 OCAHO 1214 2014

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 2014

TOPICAL INDEX

04/30/2024

**ELECTRONIC EMPLOYMENT ELIGIBILITY
VERIFICATION**

Tentative Nonconfirmation

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

EMPLOYEES

Calculating Date When 8 U.S.C. Section 1324b Jurisdiction Attaches Over An Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Calculating Number of Employees Employed by Respondent During Relevant Period

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

Calculating When Jurisdiction Attaches Over an Employer

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

EMPLOYEES

Citizenship Status Jurisdiction

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432d 2023

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

TOPICAL INDEX

04/30/2024

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

EMPLOYEES

Definition

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 2014

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 2014

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant 10 OCAHO 1208 2014

Employee Defined as Individual Who Provides Services or Labor for an Employer for Wages or Other Remuneration

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

TOPICAL INDEX

04/30/2024

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 2016

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1228 2014

EMPLOYEES

Failure to Indicate Respondent's Number of Employees May Lead to Dismissal of 1324b Complaint

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

Function of Individual Within Entity is Determinative of Employee Status

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 2014

Generally

Lydia Annella Anderson v. Newark Public Schools

8 OCAHO 1035 1999

Natasha Dionne Humphries v. PalmOne

9 OCAHO 1112 2004

TOPICAL INDEX

04/30/2024

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO 1115	2005
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO 945	1997

EMPLOYEES

Grandfathered

<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO 1184	2013
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO 1217	2014
	11	OCAHO 1217	2014
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO 1195	2013

Hearsay

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016
---	----	------------	------

In Section 1324b Cases, Number of Employees Employed by Respondent Is Jurisdictional Fact

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

EMPLOYEES

Independent Contractor Determination Looks to Regulation, OCAHO Cases and Federal Agency Law

<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	2015
---	----	-------	------	------

Independent Contractor(s)

<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	2015
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO	1213	2014

Individual Not an Employee Where There Is a Showing of Ownership and Control Over the Enterprise

TOPICAL INDEX

04/30/2024

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	2014
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

EMPLOYEES

Loss of Grandfathered Status

<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	2013
--	----	-------	------	------

Mere Name on List or I-9 Without Proof of Remuneration Insufficient to Prove Employment

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	2014
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017

Must Look At Individual's Level of Control Within Entity to Determine Whether Employee

TOPICAL INDEX

04/30/2024

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 2014

EMPLOYEES

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

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

16 OCAHO 1432d 2023

National Origin Discrimination

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432c 2023

EMPLOYEES

National Origin Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510b 2024

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Neither Form of Entity Nor Individual's Title is Determinative of Employee Status

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

OCAHO Has No Jurisdiction Over National Origin Claims Against Employers With 15 or More Employees

TOPICAL INDEX

04/30/2024

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510b	2024
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Zaji Obatala Zajradhara v. Aljeri General Services, LLC</i>	16	OCAHO	1432d	2023

EMPLOYEES

OCAHO Has No Jurisdiction Over Section 1324b Claims Against Employers With Three or Fewer Employees

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023
---	----	-------	-------	------

Owner/Partner Not an Employee Where There is a Showing of Ownership and Control Over the Enterprise

<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

Section 1324b Complaint Should Contain Number of Employees Employed by Respondent

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

16 OCAHO 1423a 2022

EMPLOYEES

Three Level Inquiry to Determine 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

TOPICAL INDEX

04/30/2024

Compliance with Employer Sanctions

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
<i>United States v. Walden Station, Inc.</i>	8	OCAHO 1053	2000
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO 29	1988

EMPLOYER PRACTICES

Continuing Violation(s)

<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 348	1991
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO 975	1997
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992
	2	OCAHO 400	1989

TOPICAL INDEX

04/30/2024

United States v. Weld County School District 2 OCAHO 326 1991

EMPLOYER PRACTICES

Discharge

Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 535 1993

Daniel Joseph Bendig v. Conoco, Inc. 9 OCAHO 1077 2001

Dinko Sefic v. Marconi Wireless 9 OCAHO 1123 2007

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 2003

Elizabeth S. Mengarpuan v. Asbury Methodist Village 4 OCAHO 612 1994

Esther Din Brooks v. Watts Window World 3 OCAHO 558 1993

Joan A. Lardy v. United Airlines, Inc. 4 OCAHO 595 1994

Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc. 9 OCAHO 1081 2002

Martin A. Holguin v. Dona Ana Fashions 3 OCAHO 582 1993

Olatunji Moshood Fakunmoju v. Claims Administration Corporation 4 OCAHO 624 1994

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 OCAHO 600 1994

Robert Y. Chu v. Fujitsu Network Transmission System, Inc. 5 OCAHO 778 1995

Steven Brown, et al. v. Pilgrims Pride Corporation 14 OCAHO 1379 2020

TOPICAL INDEX

04/30/2024

EMPLOYER PRACTICES

Discrimination

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO 1099	2003
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO 1099	2003
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
	7	OCAHO 947	1997
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO 773	1995
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996

TOPICAL INDEX

04/30/2024

<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO	1140	2011
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	1995
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Guardsmark</i>	4	OCAHO	614	1994
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	1997

EMPLOYER PRACTICES

Document Abuse

<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO	917	1997
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	1997
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996

TOPICAL INDEX

04/30/2024

<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	1995
<i>United States v. The Beverly Center</i>	5	OCAHO	762	1995
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	1995

EMPLOYER PRACTICES

Documents

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	1994
<i>Fordjour v. General Dynamics</i>	1	OCAHO	286	1991
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	477	1992
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	1990
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO	888	1996
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO	442	1992
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	1991

TOPICAL INDEX

04/30/2024

<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO 538	1993
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 141	1990
	1	OCAHO 106	1989
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 141	1990
	1	OCAHO 106	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO 413	1992
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
<i>United States v. Zabala Vineyards</i>	6	OCAHO 830	1995

EMPLOYER PRACTICES

Generally

<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO 922	1997
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995

TOPICAL INDEX

04/30/2024

EMPLOYER PRACTICES

Hire/Hiring

<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO 550	1993
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 558	1993
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 661	1994
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO 951	1997
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003

TOPICAL INDEX

04/30/2024

EMPLOYER PRACTICES

Knowledge

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

Pattern or Practice

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

United States v. Robison Fruit Ranch, Inc. 4 OCAHO 594 1994

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 601 1994

Prescreening

United States v. Lasa Marketing Firms, a California Partnership 1 OCAHO 141 1990

1 OCAHO 106 1989

United States v. Marcel Watch Corporation 1 OCAHO 143 1990

TOPICAL INDEX

04/30/2024

EMPLOYER PRACTICES

Reduction in Force

<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO 1065	2001
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004

Retaliation

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 593	1994
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 547	1993
	3	OCAHO 535	1993
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO 722	1995
	4	OCAHO 691	1994
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO 1124	2007

TOPICAL INDEX

04/30/2024

<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	2008
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	1993
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	1994
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	562	1993
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	2009
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	1997
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	1992
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023

EMPLOYER PRACTICES

Summary Decision

Knowledge of Employer

<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	1998
--	---	-------	-----	------

TOPICAL INDEX

04/30/2024

**EMPLOYER PRACTICES/REDUCTION IN
FORCE**

Summary Decision

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1100 2003

EMPLOYER(S)

Burden of Proof

Chand Wije v. Barton Springs/Edwards Aquifer 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

TOPICAL INDEX

04/30/2024

<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO 1112	2004
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO 1149	2012
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO 937	1997

EMPLOYER(S)

Duty

<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO 826	1995
---	---	-----------	------

Generally

<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO 675	1994
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>United States v. General Dynamics</i>	3	OCAHO 517	1993

TOPICAL INDEX

04/30/2024

Independent Contractor(s)

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service</i>	7	OCAHO 945	1997

EMPLOYER(S)

Individual Capacity

<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO 1074	2001
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 639	1994

Joint Employer Not Established

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

Knowledge

TOPICAL INDEX

04/30/2024

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998

EMPLOYER(S)

Responsibility

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995

Successorship Liability

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>United States v. Jonel, Inc.</i>	7	OCAHO 967	1997
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO 1291	2016
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO 982	1997

TOPICAL INDEX

04/30/2024

Union(s)

Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation 1 OCAHO 107 1989

EMPLOYER(S)

Unnamed or Fictitiously-named Respondent

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

EMPLOYMENT

Authorization

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 2003

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1075 2001

Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 2003

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 1994

United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 1994

United States v. Monica Zapata-Cosio 5 OCAHO 822 1995

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

TOPICAL INDEX

04/30/2024

EMPLOYMENT

Continue to Employ

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO 151	1990
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO 307	1991
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. Giambli Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO 1139	2011
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 518	1993
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 66	1989
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 396	1991
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 337	1991
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO 551	1993
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 198	1990

EMPLOYMENT

Definition

<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO 307	1991
<i>United States v. David Jenkins</i>	4	OCAHO 649	1994
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO 1149	2012
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993

Discrimination

<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO 1134	2010
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023

TOPICAL INDEX

04/30/2024

EMPLOYMENT

Duty

<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 518	1993
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993

Employee

<i>Johnson v. Florida Power Corporation</i>	7	OCAHO 981	1997
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 369	1991
<i>United States v. Christie Automotive Products</i>	2	OCAHO 361	1991
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO 256	1990
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO 737	1995

TOPICAL INDEX

04/30/2024

<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	1995
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	1991
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	1994
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	1990
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	1990
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	1990
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO	218	1990
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO	279	1990

EMPLOYMENT

Employer(s)

Apparent or Implied Authority

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1075	2001
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	1991

TOPICAL INDEX

04/30/2024

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO	358	1991
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO	200	1990
<i>United States v. Big Bear Market</i>	1	OCAHO	48	1989
<i>United States v. Boo Bears Den</i>	1	OCAHO	71	1989
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	1990
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO	151	1990
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	1994
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO	608	1994
<i>United States v. Corporate Loss Prevention Associates, Ltd.</i>	6	OCAHO	886	1996
<i>United States v. David Jenkins</i>	4	OCAHO	649	1994
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	1994
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	1991
<i>United States v. Dubois Farms, Inc.</i>	1	OCAHO	242	1990
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	1995
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	1994
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	1993
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO	627	1994
<i>United States v. Guillermo Perales d/b/a Mexican Bakery</i>	2	OCAHO	320	1991
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO	670	1994
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	1990
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	1995
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	1991
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	1991
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO	130	1989
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO	606	1994
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO	18	1988
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	154	1990
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO	78	1989
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	1991
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO	427	1992
	2	OCAHO	377	1991
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO	578	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 354	1991
<i>United States v. Richard Bakovic</i>	3	OCAHO 482	1991
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO 138	1990
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO 138	1990
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 409	1992
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO 782	1995
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 198	1990

EMPLOYMENT

Evidence

<i>Cormia v. Home Care Giver Services</i>	10	OCAHO 1160	2012
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO 1134	2010

TOPICAL INDEX

04/30/2024

EMPLOYMENT

Generally

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO 311	1991
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO 288	1991
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996

Grandfathered Employees

<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO 1195	2013
--	----	------------	------

Independent Contractor(s)

TOPICAL INDEX

04/30/2024

<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO 309	1991
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO 288	1991
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. Richard Bakovic</i>	3	OCAHO 482	1991
<i>United States v. Saidabrbr Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO 1257	2015
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO 793	1995
<i>Victor B. Palma v. Alufase USA, LLC</i>	10	OCAHO 1213	2014

EMPLOYMENT

Knowledge

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 828	1995
	6	OCAHO 828	1995
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993

TOPICAL INDEX

04/30/2024

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

EMPLOYMENT

Number of Hours an Employee Worked Not Determinative of Duration of Employment

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

Seasonal Agricultural Workers

Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm 9 OCAHO 1115 2005

United States v. Hilario Rodriguez, Jr. 1 OCAHO 276 1990

United States v. Ralph Sanchez, Labor Contractor 1 OCAHO 58 1989

EMPLOYMENT AUTHORIZATION

A Restricted Social Security Card is Not Sufficient to Establish Employment Authorization

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

TOPICAL INDEX

04/30/2024

EMPLOYMENT AUTHORIZATION

Documents

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1075	2001
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 888	1996
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996

Generally

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>Luigia Wiesner v. CIT Tours, Inc.</i>	5	OCAHO 773	1995
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996

TOPICAL INDEX

04/30/2024

United States v. Robison Fruit Ranch, Inc.

6 OCAHO 855 1996

EQUAL ACCESS TO JUSTICE ACT

"Substantially Justified" EAJA Standard Does Not Apply in Private Cases Under Section 1324b

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

Generally

Charo's Corporation d/b/a Charo's Restaurant v. United States

5 OCAHO 761 1995

7 OCAHO 980 1997

United States v. ABC Roofing & Waterproofing, Inc.

2 OCAHO 382 1991

2 OCAHO 391 1991

United States v. Charo's Corporation d/b/a Charo's Restaurant

3 OCAHO 467 1992

3 OCAHO 402 1992

3 OCAHO 401 1992

TOPICAL INDEX

04/30/2024

<i>United States v. G.L.C. Restaurant d/b/a Capriccio Restaurant</i>	3	OCAHO 439	1992
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO 389	1991
	1	OCAHO 270	1990
	1	OCAHO 216	1990
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO 864	1996
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO 308	1991

EQUAL ACCESS TO JUSTICE ACT

Prevailing Party

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO 761	1995
--	---	-----------	------

Reasonableness Standard

<i>Charo's Corporation d/b/a Charo's Restaurant v. United States</i>	5	OCAHO 761	1995
--	---	-----------	------

Substantial Justification

TOPICAL INDEX

04/30/2024

Charo's Corporation d/b/a Charo's Restaurant v. United States 5 OCAHO 761 1995

EQUITABLE TOLLING

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

14 OCAHO 1370 2020

180-Day Period

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

Ephrain Manuel Berlanga v. Butterball Company 4 OCAHO 669 1994

Galdino Casillas Garcia v. McCarron Electric Company 5 OCAHO 747 1995

Glauco Luiz Ortolano v. Wordperfect Company 4 OCAHO 716 1994

Jack N. Toussaint v. Tekwood Data Processing Consulting 6 OCAHO 892 1996

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648 1994

TOPICAL INDEX

04/30/2024

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO 1235	2014
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 695	1994

EQUITABLE TOLLING

5/10 Year Rule

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO 726	1995
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO 711	1994
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 653	1994
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

Available in Extraordinary Circumstances Beyond Party's Control That Prevented Timely Filing

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	2015
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

EQUITABLE TOLLING

Available Where Party Prevented From Filing By Wrongful Conduct of Opponent

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	2015
---	----	-------	------	------

Charge

<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	1994
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	1994
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	1994
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	1994
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024

TOPICAL INDEX

04/30/2024

<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	1996
	6	OCAHO	838	1996
<i>United States v. Auburn University</i>	4	OCAHO	602	1994
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	1994
	4	OCAHO	653	1994
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994

EQUITABLE TOLLING

Complaint

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO	1033	1999
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	2003
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	1994
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	2013
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	601	1994

TOPICAL INDEX

04/30/2024

United States v. Workrite Uniform Company, Inc. 5 OCAHO 736 1995

Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company 4 OCAHO 653 1994

EQUITABLE TOLLING

Complaint Filing Period

In Re Investigation of: NHS Human Services 10 OCAHO 1198 2013

Conclusory, General Reference to COVID-19 Pandemic Insufficient to Toll a Deadline

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

Walied Shater v. Shell Oil Company 18 OCAHO 1504b 2024

TOPICAL INDEX

04/30/2024

EQUITABLE TOLLING

Equitable Estoppel

Ashwani Goel v. Indotronix Internation Corporation 9 OCAHO 1102 2003

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

Equitable Tolling Does Not Extend to Garden Variety Claim of Excusable Neglect

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

Equitable Tolling is Rare Remedy Available Only Where Requesting Party Exercised Due Diligence

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a 2020

Bienvenido Antonio Thompson v. Prestige Towing Services 13 OCAHO 1309 2018

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority 13 OCAHO 1306a 2018

13 OCAHO 1306 2017

TOPICAL INDEX

04/30/2024

<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018
<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	2015
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	2015

EQUITABLE TOLLING

Equitable Tolling May Apply If the Charging Party Timely Filed a Change in the Wrong Forum

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
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Equitable Tolling May Apply If the Charging Party Timely Filed a Charge in the Wrong Forum

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Equitable Tolling of Charge Filing Period

<i>Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370a	2020
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO	1369	2020
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019

EQUITABLE TOLLING

Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	2014

Generally

TOPICAL INDEX

04/30/2024

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO 1033	1999
<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO 215	1990
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO 474	1992
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO 258	1990
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO 674	1994
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO 425	1992
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO 767	1995
<i>Moises Reyes v. Pilgrim Psychiatric Center</i>	3	OCAHO 529	1993
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991

TOPICAL INDEX

04/30/2024

<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO 1037	1999
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO 999	1998

EQUITABLE TOLLING

May Be Available Where Party Prevented From Timely Filing by Circumstances Beyond Party's Control

<i>United States v. Vilaro Vineyards</i>	11	OCAHO 1248	2015
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Memorandum of Understanding (MOU)

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370	2020
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO 1305a	2018
	12	OCAHO 1305b	2018
	12	OCAHO 1305	2017
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024

TOPICAL INDEX

04/30/2024

United States v. Auburn University 4 OCAHO 617 1994

United States v. Hyatt Regency Lake Tahoe 6 OCAHO 879 1996

EQUITABLE TOLLING

Mere Ignorance of Filing Requirements Does Not Justify Equitable Tolling

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a 2020

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

No Basis for Equitable Tolling When Party Had Actual Notice of Limitations Period and Ignored It

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Notification

TOPICAL INDEX

04/30/2024

<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO 991	1998
<i>United States v. Auburn University</i>	4	OCAHO 617	1994

EQUITABLE TOLLING

Pro Se

<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO 215	1990
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO 1102	2003
<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO 1309	2018
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO 374	1991
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO 474	1992
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
	1	OCAHO 243	1990
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO 425	1992

TOPICAL INDEX

04/30/2024

EQUITABLE TOLLING

Pro Se Status Alone Is Not Sufficient to Justify Equitable Tolling

<i>Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370a	2020
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO	1308	2018
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Requires Showing of Extraordinary Circumstances

<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO	1188	2013
---	----	-------	------	------

Time Computation(s)

TOPICAL INDEX

04/30/2024

<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO 1188	2013
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO 999	1998

EQUITABLE TOLLING

Where Employer Resists Producing Information to Office of Special Counsel

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO 1198	2013
---	----	------------	------

ESTOPPEL

Collateral

<i>Chester A. Mackentire, Jr. v. Ricoh Corporation, et al.</i>	5	OCAHO 746	1995
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003

TOPICAL INDEX

04/30/2024

ESTOPPEL

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

TOPICAL INDEX

04/30/2024

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1047	2000
<i>Hernandez v. Farley Candy Company</i>	5	OCAHO 765	1995
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO 763	1995

ESTOPPEL

Government Is Virtually Impervious to Claims of Equitable Estoppel

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO 1255	2015
--	----	------------	------

Government May Not Be Estopped on the Same Terms as Other Litigants

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO 1255	2015
--	----	------------	------

Judicial

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
---	---	------------	------

TOPICAL INDEX

04/30/2024

ETHICAL CONDUCT

Admonishment of a Party for Misconduct

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

ALJ May Exclude From Proceedings Parties Who Refuse to Adhere to Standards of Conduct

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
---	----	-------	-------	------

ALJ May Exclude Parties From Proceedings for Unethical Conduct or Use of Dilatory Tactics

<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

TOPICAL INDEX

04/30/2024

ETHICAL CONDUCT

ALJ May Petition District Court to Authorize Remedies for Those Who Obstruct OCAHO Proceedings

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

All Persons in OCAHO Proceedings Are Expected to Act With Integrity and in an Ethical Manner

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Applicable State Bar and ABA Model Rules Provide Guidance on Ethical Issues in OCAHO Proceedings

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

TOPICAL INDEX

04/30/2024

ETHICAL CONDUCT

Court Takes Seriously Any Credible Allegation of Professional Misconduct

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Deviation From Standards of Ethical Conduct May Lead to Dismissal of Complaint

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Ethics Rules Require Counsel to Cite to Known Authority Contrary to Client's Position

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

TOPICAL INDEX

04/30/2024

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

ETHICAL CONDUCT

Frivolous Filing

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

Generally

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

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

Knowing Misrepresentation of Matters to OCAHO May Constitute Misconduct

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

ETHICAL CONDUCT

Lawyers Are Officers of the Court and Have an Ethical Duty to Be Candid With the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction

11 OCAHO 1246 2015

Party Misconduct May Warrant Adverse Credibility Finding

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Party Seeking Standards of Conduct Sanctions Must Specifically Identify Alleged Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Permissible Sanctions for Standards of Conduct Violations

TOPICAL INDEX

04/30/2024

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

ETHICAL CONDUCT

Plagiarism Violates Counsel's Duty to Act With Integrity and With Candor to the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Pleading and Argument Contrary to All Relevant Authority Show Lack of Candor With the Court

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Sanctions for Violating Standards of Conduct Reserved for Particularly Egregious Misconduct

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

TOPICAL INDEX

04/30/2024

ETHICAL CONDUCT

Standards of Conduct

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

Standards of Conduct in OCAHO Rules are General Goals, Not Specific Standards of Conduct

<i>United States v. Chen Wilmington, Inc.</i>	11	OCAHO	1241	2015
---	----	-------	------	------

Standards of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegations

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

ETHICAL CONDUCT

Unsubstantiated Accusations and Inflammatory Language Have No Place in the Forum

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432d	2023
	16	OCAHO 1432b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022

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<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO 1246	2015
---	----	------------	------

When Ethical Issues Arise in OCAHO Proceedings, Applicable State Bar Rules Provide Guidance

<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462d	2024
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO 1326a	2019
	13	OCAHO 1326	2019

TOPICAL INDEX

04/30/2024

United States v. Chen Wilmington, Inc.

11 OCAHO 1241 2015

E-VERIFY

Acceptable Documents

Michael Edward Johnson v. Progressive Roofing

12 OCAHO 1295 2017

Employer May (But Is Not Required To) Terminate An Employee After A Final Nonconfirmation

Loleitha Atheria Wilson v. Waste Connections, Inc.

13 OCAHO 1315 2019

Employers Enrolled in E-Verify May Only Accept List B Document Containing a Photograph

Michael Edward Johnson v. Progressive Roofing

12 OCAHO 1295 2017

Errors In Employee's Information in E-Verify

TOPICAL INDEX

04/30/2024

Loleitha Atheria Wilson v. Waste Connections, Inc.

13 OCAHO 1315 2019

E-VERIFY

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

Failure to Use Voluntary E-Verify System Creates No Inference of Good or Bad Faith

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

Federal Contractors

Travis John Guth v. Kaiser Permanente Hawaii

10 OCAHO 1190 2013

Final Nonconfirmation

TOPICAL INDEX

04/30/2024

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

E-VERIFY

Participation in E-Verify Doesn't Exempt Employer From Completing, Retaining and Producing I-9s

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

Tentative Nonconfirmation

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

EVIDENCE

Admissibility

Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 2003

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

TOPICAL INDEX

04/30/2024

EVIDENCE

Affidavit May Help Authenticate Evidence to Support a Motion for Summary Decision

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Affidavit(s)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Celia Simon v. Ingram Micro, Inc. 9 OCAHO 1088 2003

Corneliu Curuta v. Tomball College 9 OCAHO 1099 2003

Daniel Joseph Bendig v. Conoco, Inc. 9 OCAHO 1077 2001

Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc. 9 OCAHO 1081 2002

Martha Diaz v. Pacific Maritime Association 9 OCAHO 1108 2004

United States v. Dolly Boman Irani 6 OCAHO 860 1996

United States v. Esther Flores-Martinez 5 OCAHO 733 1995

United States v. Fortune East Fashion, Inc. 7 OCAHO 977 1997

TOPICAL INDEX

04/30/2024

<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 863	1996
<i>United States v. Leticia Velarde</i>	14	OCAHO 1384	2020
<i>United States v. March Construction, Inc.</i>	10	OCAHO 1158	2012
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375k	2023
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380a	2021
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423	2022

EVIDENCE

After Government Meets Burden of Proof, Respondent Must Introduce Evidence to Rebut

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO 1268	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO 1267	2016

ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

EVIDENCE

ALJ Consulted Rule 201 of the Federal Rules of Evidence When Taking Official Notice of a Document

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

Argument Is Not Evidence

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

EVIDENCE

Asserting Party Bears Burden of Establishing Privilege

United States v. Rose Acre Farms, Inc.

12 OCAHO 1285a 2018

12 OCAHO 1285 2016

Authentication

Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.

9 OCAHO 1081 2002

United States v. Leticia Velarde

14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya

14 OCAHO 1380 2020

14 OCAHO 1380a 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

Awareness of Citizenship Status

TOPICAL INDEX

04/30/2024

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 2003

EVIDENCE

Burden of Production May Shift to Respondent to Controvert Government's Evidence

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. Durable, Inc.

11 OCAHO 1231 2014

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga

12 OCAHO 1286 2016

Burden of Proof

Adnan Niaz Mir v. Federal Bureau of Prisons

3 OCAHO 577 1993

Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.

3 OCAHO 526 1993

Corneliu Curuta v. Tomball College

9 OCAHO 1099 2003

Dalila Kamal-Griffin v. Cahill Gordon & Reindel

3 OCAHO 460 1992

Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle

3 OCAHO 550 1993

Daniel Joseph Bendig v. Conoco, Inc.

9 OCAHO 1077 2001

TOPICAL INDEX

04/30/2024

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	1992
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	1993
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	1990
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	1997
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	1991
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	1993
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	1992
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	1991
<i>Juan Francisco Martinez v. Lott Constructors, Inc.</i>	2	OCAHO	323	1991
<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	2003
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	2002
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	1994
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO	891	1996
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO	873	1996
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	1991

TOPICAL INDEX

04/30/2024

<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	2009
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	1994
	3	OCAHO	519	1993
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	2004
<i>Noemi Barragan-Mandujano Romo v. Todd Corporation</i>	1	OCAHO	25	1988
	1	OCAHO	25	1988
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	1992
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	1995
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO	458	1992
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO	77	1989
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	1993
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO	538	1993
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	2	OCAHO	352	1991
	2	OCAHO	352	1991
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO	209	1990
<i>United States v. Auburn University</i>	4	OCAHO	662	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO 200	1990
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO 307	1991
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 369	1991
<i>United States v. Christie Automotive Products</i>	2	OCAHO 361	1991
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. David Ley Salido d/b/a David Ley Salido Rockwall Subcontractor</i>	1	OCAHO 81	1989
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO 591	1993
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO 1144	2012
<i>United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor</i>	1	OCAHO 218	1990
<i>United States v. Juan V. Acevedo</i>	1	OCAHO 95	1989
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 889	1996
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO 309	1991
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO 130	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. March Construction, Inc.</i>	10	OCAHO 1158	2012

TOPICAL INDEX

04/30/2024

<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 66	1989
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 377	1991
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO 441	1992
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375k	2023
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO 314	1991
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO 407	1992
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
	1	OCAHO 104	1989
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO 1145	2012
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO 56	1989
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO 29	1988
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

EVIDENCE

Circumstantial Evidence

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

Citizenship Status

<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO 1086	2002
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023

TOPICAL INDEX

04/30/2024

Complainant Given Notice and Opportunity to Present Evidence Supporting Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

EVIDENCE

Complainant May Prove a Case of Employment Discrimination by Direct or Circumstantial Evidence

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Confidential Settlement Communications Generally Are Not Admissible

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Contested Discovery Responses Cannot Be Stricken If They Are Not in the Evidentiary Record

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

EVIDENCE

Court Records

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc.

16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410d 2022

Credibility

Guy Santiglia v. Sun Microsystems, Inc.

9 OCAHO 1104 2004

Krzysztof Zarazinski v. Anglo Fabrics, Company

4 OCAHO 661 1994

United States v. Felipe De Leon-Valenzuela

8 OCAHO 1004 1998

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

TOPICAL INDEX

04/30/2024

Data Not Shown to Expert or Used to Prove Case Is Not Relevant Evidence

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016

EVIDENCE

Definition

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400b	2022
--	----	-------------	------

Direct Evidence

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO 1140	2011
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

TOPICAL INDEX

04/30/2024

EVIDENCE

Disparate Treatment

<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1050	2000
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 638	1994
	3	OCAHO 470	1992
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO 1024	1999
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 705	1994
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO 458	1992
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

TOPICAL INDEX

04/30/2024

EVIDENCE

Dispositive Motions Phase is the Appropriate Time for a Party to Raise Evidentiary Concerns

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

Document Abuse

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

Documentary Evidence

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Employer's Failure to Maintain Required Records Justifies Inference Supporting Complainant's Case

TOPICAL INDEX

04/30/2024

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare

11 OCAHO 1227 2014

EVIDENCE

Equitable Tolling

Ashwani Goel v. Indotronix Internation Corporation

9 OCAHO 1102 2003

Roman Udala v. New York State Department of Education

4 OCAHO 633 1994

Evidence Inadmissable Under Federal Rules of Evidence Is Not Necessarily Excluded in OCAHO Cases

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332b 2019

Evidence Must Be Both Reliable and Probative to Be Considered

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

TOPICAL INDEX

04/30/2024

Evidence Necessary to Establish Prima Facie Case of Discrimination

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

EVIDENCE

Evidence Obtained by Unauthorized Subpoenas Not Considered

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
--	----	-------	-------	------

Evidence Related to Summary Decision Must Be Presented by Means Designed to Ensure Reliability

<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO	1354	2020
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

EVIDENCE

Evidence Required to Establish a Violation of 8 U.S.C. Section 1324c

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020

Exhibits

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	2003
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375j	2023

TOPICAL INDEX

04/30/2024

Externally Verifiable Sources

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

EVIDENCE

Factual Allegations Made Only in a Brief or Memorandum Are Not Evidence

Armando Huberth Crespo v. FAMSA, Inc. 13 OCAHO 1337 2019

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 2015

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

Failure to Demonstrate That Similarly Situated Comparators Were Treated Differently

TOPICAL INDEX

04/30/2024

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321a 2019

EVIDENCE

Federal Rules of Evidence Are Used as a General Guide in OCAHO Proceedings

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes

16 OCAHO 1440 2022

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332b 2019

Generally

Anna J. Flores v. Daniel Dry Cleaners

4 OCAHO 693 1994

Cecilia Araceli Basua v. Walmart #1554

3 OCAHO 535 1993

3 OCAHO 549 1993

Chand Wije v. Barton Springs/Edwards Aquifer 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

TOPICAL INDEX

04/30/2024

<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	2002
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	1995
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	1996
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	1999
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO	778	1995
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	1995
	6	OCAHO	828	1995
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	1991
	2	OCAHO	367	1991
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO	699	1994
<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	1996
	6	OCAHO	862	1996
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO	224	1990
<i>United States v. David Jenkins</i>	5	OCAHO	743	1995
<i>United States v. Dolly Boman Irani</i>	6	OCAHO	860	1996
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Guardsmark</i>	4	OCAHO 614	1994
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 512	1993
<i>United States v. Kumar</i>	6	OCAHO 833	1996
	6	OCAHO 833	1996
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 173	1990
	1	OCAHO 187	1990
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO 393	1989
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO 271	1990
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO 297	1991
	1	OCAHO 245	1990
<i>United States v. Westwind Farms, Inc.</i>	1	OCAHO 171	1990
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO 56	1989
<i>United States v. Zabala Vineyards</i>	6	OCAHO 830	1995

EVIDENCE

TOPICAL INDEX

04/30/2024

Governing Standard(s)

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375j	2023

EVIDENCE

Government Bears the Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
	16	OCAHO 1416b	2023

Government Must Prove Aggravating Factor by Preponderance of Evidence

<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO 1197	2013
---	----	------------	------

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022

EVIDENCE

Hearsay

<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 450	1992
<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO 1108	2004
<i>United States v. Cafe Camino Real, Inc.</i>	1	OCAHO 224	1990
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO 977	1997
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 512	1993
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO 166	1990
<i>United States v. Mohammed Noorealam</i>	5	OCAHO 753	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Mr. Z Enterprise</i>	1	OCAHO 288	1991
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 368	1991
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO 297	1991
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO 1137	2010
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben</i>	1	OCAHO 191	1990
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 198	1990

EVIDENCE

Hearsay Permitted in OCAHO Proceedings

<i>Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape</i>	10	OCAHO 1187	2013
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016

ICE Permitted to Supplement Record With Evidence on Violation Date to Meet Burden on Penalties

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

EVIDENCE

If Government Fails to Develop Record on Statutory Factor, ALJ May Treat It As Neutral or Mitigating

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

Indicia of Reliability

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Information Not Officially Noticed May Be Admissible Under General Evidentiary Standards

United States v. Psychosomatic Fitness 14 OCAHO 1387 2021

Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

EVIDENCE

Knowledge

Juan Manuel Alamprese v. MNSH, Inc. 9 OCAHO 1094 2003

United States v. Haim Co., Inc. 7 OCAHO 988 1998

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Legal Conclusions Must Be Based on the Evidentiary Record

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

McDonnell Douglas Burden-Shifting Framework

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

EVIDENCE

Minor Alterations to Documents to Highlight Pertinent Provisions Are Permitted

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Motion to Admit Rebuttal Evidence

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Motion to Strike

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

TOPICAL INDEX

04/30/2024

EVIDENCE

Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Motion to Strike Evidence Not Produced Must Identify Discovery Requests That Were Not Adhered To

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

No Basis for Relief Where Subjective Allegations are Unsupported by Specific, Concrete Evidence

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 2014

Notice of Unauthorized Workers Found to Be Reliable & Probative Evidence of Unauthorized Workers

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

TOPICAL INDEX

04/30/2024

EVIDENCE

Official Notice

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435b 2024

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471a 2023

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

TOPICAL INDEX

04/30/2024

EVIDENCE

Order Treating Evidence As True Pursuant to Rule 56(e)(2) of the Federal Rules of Civil Procedure

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

Party Permitted to File Supplemental Brief With Evidence on Damages

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Party Seeking Consideration of Equitable Factor Bears Burden of Presenting Supporting Evidence

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Romans Racing Stables, Inc. 11 OCAHO 1232 2014

TOPICAL INDEX

04/30/2024

EVIDENCE

Possible Means of Authenticating Documents

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Preponderance of the Evidence Standard

George Suchta v. United States Postal Service 2 OCAHO 327 1991

Irma Leticia Sosa v. United States Postal Service 1 OCAHO 115 1989

Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company 4 OCAHO 675 1994

Robert Y. Chu v. Fujitsu Network Transmission System, Inc. 5 OCAHO 778 1995

Sargon Bethishou v. Ohmite Manufacturing Company 1 OCAHO 77 1989

Stephen Salerno v. ICL Retail Systems, Inc. 3 OCAHO 481 1993

United States v. McDonnell Douglas Corporation 4 OCAHO 676 1994

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Wisniewski v. Douglas County School System 1 OCAHO 29 1988

TOPICAL INDEX

04/30/2024

<i>Yves Nguyen v. ADT Engineering, Inc.</i>	3	OCAHO 489	1993
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

EVIDENCE

Prima Facie Case

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370b	2021
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO 526	1993
<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO 406	1992
<i>Carlos Alberto Martinez v. Noah's New York Bagels, Inc.</i>	6	OCAHO 917	1997
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO 1099	2003
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO 374	1991
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Dalila Kamal-Griffin v. Curtis, Mallet-Prevost, Colt & Mosle</i>	3	OCAHO 550	1993
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO 1065	2001
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007

TOPICAL INDEX

04/30/2024

<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	2000
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO	203	1990
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO	419	1992
<i>Errol Williams v. Lucas & Associates</i>	2	OCAHO	357	1991
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	2004
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO	144	1990
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO	964	1997
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	1991
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	2003
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	2003
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	2003
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	1993
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO	430	1992
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	386	1991
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	1999
<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO	522	1993

TOPICAL INDEX

04/30/2024

<i>Jose Ortega v. Vermont Bread</i>	3	OCAHO 475	1993
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 562	1993
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO 289	1991
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO 582	1993
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO 1112	2004
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO 457	1992
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>Roberto Decasez-Martinez v. Tyson Foods, Inc.</i>	2	OCAHO 372	1991
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO 458	1992
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>Sellaro v. Elektra Records</i>	3	OCAHO 495	1993
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. General Dynamics</i>	3	OCAHO 517	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO 414	1992
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO 407	1992
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

EVIDENCE

Probative Value

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375k	2023

Probative Value Determined by How Likely Evidence Is to Prove Some Fact

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

EVIDENCE

Proponent of Documentary Evidence Must Authenticate Documents

United States v. Leticia Velarde

14 OCAHO 1384 2020

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

United States v. Sanchita Bhattacharya

14 OCAHO 1380 2020

14 OCAHO 1380a 2021

Zaji Obatala Zajradhara v. GIG Partners, Inc.

14 OCAHO 1363c 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

Proponent of Evidence Must Provide Foundation to Establish Identity, Relevance, and Provenance

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

TOPICAL INDEX

04/30/2024

Public Records

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

EVIDENCE

Rebuttal Evidence

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023
---	----	-------	-------	------

Record(s) of Proceeding

<i>Anna J. Flores v. Daniel Dry Cleaners</i>	4	OCAHO	693	1994
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	176	1990

TOPICAL INDEX

04/30/2024

Relevance

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023

EVIDENCE

Reliability

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022

Reports of Unaccepted Settlement Offers Are Generally Not Admissible As Evidence

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017

TOPICAL INDEX

04/30/2024

EVIDENCE

Request to Strike Inadmissible Evidence

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Settlement Agreement

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421b 2023

Similarly Situated Comparators

Loleitha Atheria Wilson v. Waste Connections, Inc. 13 OCAHO 1315 2019

Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

TOPICAL INDEX

04/30/2024

EVIDENCE

Standard of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegation

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Standards of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Stipulated Facts Received Into Evidence

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Strict Technical Rules of Evidence Are Somewhat Relaxed in Administrative Proceedings

TOPICAL INDEX

04/30/2024

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

EVIDENCE

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

Sufficiency of Evidence Supporting Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Summary Decision

TOPICAL INDEX

04/30/2024

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO 577	1993
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO 506	1993
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO 1086	2002
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO 1088	2003
<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO 824	1995
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO 1099	2003
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1050	2000
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 570	1993
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO 586	1993
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009

TOPICAL INDEX

04/30/2024

<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	2012
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
<i>United States v. The Beverly Center</i>	5	OCAHO	762	1995
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	2000
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

EVIDENCE

Suppress

<i>United States v. David Jenkins</i>	5	OCAHO	743	1995
	4	OCAHO	649	1994

TOPICAL INDEX

04/30/2024

Testimonial Evidence

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

EVIDENCE

Unsigned Affidavits

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Unsolicited Evidentiary Submission

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

Unsolicited Evidentiary Submission Run Afoul of the ALJ's Obligation to Ensure a Clear Record

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

TOPICAL INDEX

04/30/2024

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a 2020

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

EVIDENCE

When Considering Ability to Pay, Court Disfavors Conclusory Statements Absent Corroboration

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

When Considering Ability to Pay, Court Favors Evidence of Longitudinal Financial Performance

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

EX PARTE COMMUNICATION(S)

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417a 2022

TOPICAL INDEX

04/30/2024

EX PARTE COMMUNICATION(S)

Admonishment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Admonishment of a Party for Ex Parte Communication

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438e 2023

ALJ Addressed Contents of Ex Parte Voicemail As Oral Motion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

ALJ Has Obligation to Disclose Under OCAHO Rules and Administrative Procedure Act

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462c	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

TOPICAL INDEX

04/30/2024

EX PARTE COMMUNICATION(S)

ALJ May Sanction Party Who Makes Prohibited Ex Parte Communication

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

Court Will Not Act as a Messenger for the Parties

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
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Definition

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462c	2023

TOPICAL INDEX

04/30/2024

<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

EX PARTE COMMUNICATION(S)

Disclosure of Ex Parte Communication

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
	17	OCAHO	1450c	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462c	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

EX PARTE COMMUNICATION(S)

Duty to Disclose Communication to Parties and Provide Opportunity for Response

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

EX PARTE COMMUNICATION(S)

Ex Parte Voicemail Disclosed to All Parties by Providing a Transcription

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

Fairness and Opportunity to be Heard Warrant Disclosure of Ex Parte Communication

TOPICAL INDEX

04/30/2024

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324b 2021

EX PARTE COMMUNICATION(S)

Fairness and Opportunity to be Heard Warrant Disclosure of Ex Parte Communications

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388 2021

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417a 2022

Generally

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324b 2021

Stephen A. Lewis v. Ogden Services

2 OCAHO 384 1991

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417a 2022

Misdirected Email

TOPICAL INDEX

04/30/2024

United States v. R&V Steel Erectors Systems, Inc.

18 OCAHO 1501a 2023

EX PARTE COMMUNICATION(S)

Notice and Opportunity to be Heard are Essential to Procedural Due Process

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435 2022

OCAHO Rules Prohibit Ex Parte Communications

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388c 2021

15 OCAHO 1388e 2021

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400a 2022

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435 2022

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462c 2023

United States v. MRD Landscaping & Maintenance, Corp.

15 OCAHO 1407b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417a 2022

TOPICAL INDEX

04/30/2024

EX PARTE COMMUNICATION(S)

Opposing Party Provided Opportunity to Respond to Ex Parte Communication

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022

TOPICAL INDEX

04/30/2024

<i>Sophie Ackermann v. Mindlance, Inc,</i>	17	OCAHO	1462c	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023

EX PARTE COMMUNICATION(S)

Order Disclosing Ex Parte Communication

<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

Pro Se

TOPICAL INDEX

04/30/2024

<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO 922	1997
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450c	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO 1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO 1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO 1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO 1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO 1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO 1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410b	2022
<i>Zaji Obatala Zajradhara</i>	16	OCAHO 1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438e	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426c	2023

TOPICAL INDEX

04/30/2024

EX PARTE COMMUNICATION(S)

Procedural Advice from OCAHO Staff May Constitute Prohibited Ex Parte Communications

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Protective Order(s)

United States v. Select Temporaries, Inc. d/b/a Select Personnel Services 9 OCAHO 1079 2002

Request to Schedule Prehearing Conference Is Not a Scheduling Issue Communication

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450c 2023

Scheduling Issue Communication

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022

EX PARTE COMMUNICATION(S)

Scheduling Issue Communication Disclosed Out of an Abundance of Caution

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022

EX PARTE COMMUNICATION(S)

Scheduling Issue Communication Not Necessarily an Ex Parte Communication

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022

TOPICAL INDEX

04/30/2024

EX PARTE COMMUNICATION(S)

Service

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 645	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 854	1996
<i>United States v. Red Lobster</i>	4	OCAHO 631	1994

Strong Presumption Against Ex Parte Communications

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO 1324b	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417a	2022

Voicemail

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450c	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO 1438c	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO 1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426c	2023

EX PARTE COMMUNICATION(S)

Voicemail Is Inherently Ex Parte

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450c	2023
------------------------------------	----	-------------	------

Withdrawal

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994
---	---	-----------	------

EXCEPTIONS

Acting Lawfully Under a Law

<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO 1116	2005
--	---	------------	------

TOPICAL INDEX

04/30/2024

<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO 840	1996
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992

EXCEPTIONS

Generally

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO 1115	2005
<i>United States v. General Dynamics</i>	3	OCAHO 517	1993

No Jurisdictional Exception for Department of Labor or PERM Process

<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386b	2021
--	----	-------------	------

Section 1324b Exceptions Are Jurisdictional

<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386b	2021
--	----	-------------	------

TOPICAL INDEX

04/30/2024

EXCESSIVE DOCUMENTS

Employer Practice(s)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997

Generally

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO 477	1992
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO 538	1993
<i>United States v. Acosta, Inc. d/b/a McDonald's</i>	7	OCAHO 961	1997
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO 414	1992
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991

EXECUTIVE ORDERS

TOPICAL INDEX

04/30/2024

Generally

United States v. Sizzlin Hot Restaurant 2 OCAHO 395 1990

FAILURE TO STATE A CLAIM

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

ALJ May Require Complainant to Show Cause Why Complaint Should Not Be Dismissed

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

Citizenship Status

Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc. 13 OCAHO 1321 2019

Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid 12 OCAHO 1287a 2016

TOPICAL INDEX

04/30/2024

Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid

12 OCAHO 1287 2016

FAILURE TO STATE A CLAIM

Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

United States v. Facebook, Inc.

14 OCAHO 1386b 2021

Discrimination

D'Amico v. Erie Community College

7 OCAHO 948 1997

Eric Robin Cholerton v. Robert M. Hadley Company, Inc.

7 OCAHO 934 1997

Hutchinson v. End Stage Renal Disease Network of Florida, Inc.

7 OCAHO 939 1997

Lonnie W. Hogenmiller v. Lincare, Inc.

7 OCAHO 953 1997

Dismissal

TOPICAL INDEX

04/30/2024

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	2016
<i>Aurelia Forden v. Dr. Lothar Griessbach</i>	5	OCAHO	735	1995
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	1995
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO	912	1997
<i>Daniel Cavazos v. Wanxiang America Corporation</i>	10	OCAHO	1138	2011
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO	906	1997
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO	612	1994
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO	939	1997
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Lee v. AT&T</i>	7	OCAHO	924	1997
<i>Lee v. AT&T</i>	7	OCAHO	924	1997
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287a	2016
	12	OCAHO	1287	2016
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	1997
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO 1148	2012
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO 1181	2013
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

FAILURE TO STATE A CLAIM

Document Abuse

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Olisaemeka Eze v. West County Transportation Agency</i>	10	OCAHO 1140	2011
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO 1148	2012

TOPICAL INDEX

04/30/2024

FAILURE TO STATE A CLAIM

Document Fraud Under 8 U.S.C. Section 1324c

United States v. Garcia-Guaneros 13 OCAHO 1334 2020

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

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

FAILURE TO STATE A CLAIM

Knowingly Continue to Employ

<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	2013
--	----	-------	------	------

Motion to Dismiss

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

National Origin

TOPICAL INDEX

04/30/2024

Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid

12 OCAHO 1287a 2016

12 OCAHO 1287 2016

FAILURE TO STATE A CLAIM

Pleading Standard in OCAHO Cases

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

Retaliation

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

Eric Robin Cholerton v. Robert M. Hadley Company, Inc.

7 OCAHO 934 1997

Jayaben Patel v. USCIS Boston

14 OCAHO 1353 2020

Jose N. Hernandez v. City of Santa Ana

4 OCAHO 663 1994

Subject Matter Jurisdiction

TOPICAL INDEX

04/30/2024

<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	2019
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353	2020
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	2008
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO	1246	2015
<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	2012
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO	935	1997

FAILURE TO STATE A CLAIM

Tax Protester

<i>Bunn v. USX/US Steel</i>	7	OCAHO	985	1998
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	1997
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	1997

Using Different Recruiting Methods Based on Citizenship Status Raises Inference of Discrimination

TOPICAL INDEX

04/30/2024

United States v. Facebook, Inc.

14 OCAHO 1386b 2021

FEDERAL RULES OF CIVIL PROCEDURE

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439 2022

Affirmative Defense(s)

United States v. David Jenkins

4 OCAHO 649 1994

United States v. Northern Michigan Fruit Company

4 OCAHO 667 1994

United States v. Tropicana Casino & Resort

9 OCAHO 1064 2001

9 OCAHO 1064 2001

ALJ Determined Rule 25 Dismissal Was Unavailable because Settlement Extinguished Claims

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Amended Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO	1366	2020
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390	2021
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

Amendments to Pleadings Under Rule 15 of the Federal Rules of Civil Procedure

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022

FEDERAL RULES OF CIVIL PROCEDURE

Amendments to Pleadings Under Rule 15(a) of the Federal Rules of Civil Procedure

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Amendments to Pleadings Under Rule 15(a) of the Federal Rules of Civil Procedure

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Asserting Fact At Summary Decision Requires Citations to Particular Material in the Record

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Attorney Work Product

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018

12 OCAHO 1285 2016

Consequences of Failing to Support or Rebut Fact at Summary Decision Stage

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Consolidation

TOPICAL INDEX

04/30/2024

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

FEDERAL RULES OF CIVIL PROCEDURE

Court May Dismiss Under FRCP 41(a)(2) On Terms the Court Considers Proper

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

Court's Leave or Respondent's Consent Needed to Amend Complaint After Time Set in FRCP 15 Lapses

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450k 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC

16 OCAHO 1446 2022

United States v. MRD Landscaping & Maintenance, Corp.

15 OCAHO 1407 2021

United States v. Sal's Lounge

15 OCAHO 1394 2021

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Depositions

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Discovery

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1091 2003

9 OCAHO 1084 2002

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 883 1996

United States v. Naim Ojeil & Samoeil Ishk 7 OCAHO 976 1997

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018

12 OCAHO 1285 2016

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Discovery Sanctions Under Rule 37

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400b	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021

Discovery Under Rule 26

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
--	----	-------	------	------

Dismissal

<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO	764	1995
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016

TOPICAL INDEX

04/30/2024

<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 884	1996
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO 654	1994
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO 609	1994
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO 1401	2021
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO 672	1994
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474a	2023
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1183	2013
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO 1181	2013
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402c	2022
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429a	2022

FEDERAL RULES OF CIVIL PROCEDURE

Dismissal for Lack of Subject Matter Jurisdiction Under Rule 12(h)(3)

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438b	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Dismissal Under Rule 12(b) of the Federal Rules of Civil Procedure

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473b 2024

Dismissal Under Rule 25(a)(1) of the Federal Rules of Civil Procedure

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433d 2023

Robert Heath v. Ancile, Inc. 15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385g 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395f 2023

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437d 2023

Robert Heath v. Infosoft Solutions 16 OCAHO 1447c 2023

Robert Heath v. Smart Works, LLC 16 OCAHO 1434c 2023

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418e 2023

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413f 2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

FEDERAL RULES OF CIVIL PROCEDURE

Dismissal Under Rule 41(a) of the Federal Rules of Civil Procedure

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022
	15	OCAHO	1402a	2022
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO	1356	2020
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Dismissal Under Rule 41(a)(2) of the Federal Rules of Civil Procedure

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381p 2024

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474a 2023

Entry of Default Under Rule 55(a) Permissible for Failure to "Otherwise Defend"

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460b 2023

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

TOPICAL INDEX

04/30/2024

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

FEDERAL RULES OF CIVIL PROCEDURE

Extension of Time Under Rule 6

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324c 2021

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Failure to "Otherwise Defend" Under Rule 55(a)

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

Robert Paul Heath v. Niha Technologies 16 OCAHO 1427a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

TOPICAL INDEX

04/30/2024

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460b	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432b	2022

FEDERAL RULES OF CIVIL PROCEDURE

Failure to Comply With Court Orders Under Rule 41(b)

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
--	----	-------	-------	------

Failure to Prosecute Under Rule 41(b)

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
--	----	-------	-------	------

Federal Rules & Circuit Court Case Law Serve as Guidance on Subject Matter Jurisdiction Issues

<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353a	2020
--------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022

FEDERAL RULES OF CIVIL PROCEDURE

Federal Rules of Civil Procedure Have No Application in Situations Covered By OCAHO Rules

<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	2016
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1273	2016

FRCP 12(b)(1) and (h)(3) Are Permissive Guidance on Motions to Dismiss for Lack of Jurisdiction

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
--	----	-------	-------	------

Generally

TOPICAL INDEX

04/30/2024

<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO 215	1990
	1	OCAHO 196	1990
<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO 443	1992
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 635	1994
<i>Fordjour v. General Dynamics</i>	1	OCAHO 286	1991
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 341	1991
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 156	1990
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO 405	1992
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO 537	1993
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1091	2003
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 322	1991
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO 438	1992
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO 174	1990
<i>United States v. Applied Computer Technology</i>	2	OCAHO 306	1991
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO 310	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 387	1991
<i>United States v. Edith Fine</i>	1	OCAHO 89	1989
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO 283	1991
	1	OCAHO 293	1991
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO 360	1991
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO 591	1993
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO 22	1988
<i>United States v. Guardsmark</i>	4	OCAHO 614	1994
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO 338	1991
	2	OCAHO 331	1991
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO 119	1989
<i>United States v. Martinez Cleaning Company, Inc. d/b/a Martinez Cleaners</i>	1	OCAHO 121	1990
<i>United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO 170	1990
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO 1183	2013
<i>United States v. Naim Ojeil & Samoeil Ishk</i>	7	OCAHO 976	1997
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 396	1991
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO 303	1991
	1	OCAHO 274	1990
	2	OCAHO 303	1991
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO 441	1992
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 555	1993
<i>United States v. Tropicana Casino & Resort</i>	9	OCAHO 1064	2001
	9	OCAHO 1064	2001
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	2	OCAHO 390	1991

FEDERAL RULES OF CIVIL PROCEDURE

Joint Stipulation of Dismissal Under Rule 41(a) of the Federal Rules of Civil Procedure

<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402c	2022
----------------------------	----	-------------	------

Limits on Discovery

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385b	2021
---------------------------------------	----	-------------	------

TOPICAL INDEX

04/30/2024

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

FEDERAL RULES OF CIVIL PROCEDURE

May Be Used as a General Guide in Situations Not Provided For by OCAHO or Other Applicable Rules

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Cheryl Ann Hughes v. Fiat Chrysler Automotive 13 OCAHO 1336 2020

Chiaha Ugochi v. North Dakota Department of Human Services 12 OCAHO 1304 2017

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324e 2021

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Jayaben Patel v. USCIS Boston 14 OCAHO 1353 2020

14 OCAHO 1353a 2020

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373a	2020
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
	15	OCAHO	1411a	2022
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474a	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Johnny & Leona Entertainment, LLS d/b/a Rockin Bar & Grill</i>	13	OCAHO	1325	2019
<i>United States v. Maria Gregorio-Gomez</i>	14	OCAHO	1359	2020
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394	2021
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021
<i>United States v. Vilardo Vineyards</i>	11	OCAHO	1248	2015
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022
	15	OCAHO	1402a	2022
<i>Zaji Obatala Zajradhara v. Changxing Corporation</i>	14	OCAHO	1356	2020
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

FEDERAL RULES OF CIVIL PROCEDURE

Motion to Alter or Amend Judgment Under Rule 59

Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

Motion to Alter or Amend Judgment Under Rule 60

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

Motion to Strike

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	2012
<i>United States v. David Jenkins</i>	4	OCAHO	649	1994
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	1995
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	1995
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475d	2023

FEDERAL RULES OF CIVIL PROCEDURE

Motions for Reconsideration of Interlocutory Orders Under Rule 54

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381b	2021
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432d	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Notice and Opportunity to Respond Prior to Granting Summary Decision in Favor of Nonmoving Party

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

OCAHO "Failure to State a Claim" Rule Modeled After FRCP 12(b)(6)

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

OCAHO Regulations Do Not Have a Procedural Mechanism Like Federal Rule of Civil Procedure 68

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Offer of Judgment

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Order Dismissing Complaint Pursuant to Rule 25 of the Federal Rules of Civil Procedure

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Order Starting 90-Day Window to File a Motion to Substitute Under Rule 25 of FRCP

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022

Order Treating Evidence As True Pursuant to Rule 56(e)(2) of the Federal Rules of Civil Procedure

<i>Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes</i>	16	OCAHO	1440a	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Party May Amend Complaint Once As A Matter of Course Before A Responsive Pleading Is Served

United States v. La Parisienne Bakery, LLC 15 OCAHO 1390 2021

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

FEDERAL RULES OF CIVIL PROCEDURE

Party May Amend Complaint Once As A Matter of Course Within 21 Days of When Answer is Filed

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

Preliminary Injunctions Under Rule 65 of the Federal Rules of Civil Procedure

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Privilege Claim

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	2002
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO	644	1994
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

FEDERAL RULES OF CIVIL PROCEDURE

Proportionality of Discovery

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022

Proportionality of Discovery Under Rule 26

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
---------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Protective Order(s)

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1084	2002
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021

FEDERAL RULES OF CIVIL PROCEDURE

Referencing Advisory Committee's Notes

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
---------------------------------------	----	-------	-------	------

Relief From Judgment Under Rule 60

<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363d	2021

Rule 25 of the FRCP Does Not Conflict with OCAHO's Rules or the Administrative Procedure Act

TOPICAL INDEX

04/30/2024

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

FEDERAL RULES OF CIVIL PROCEDURE

Rule 56(c) Allows ALJ to Consider Admissions on File for Basis of Summary Decision

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission

15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg

15 OCAHO 1409 2021

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

United States v. Maverick Construction LLC

15 OCAHO 1405 2021

Rule 6(b) Permits Court to Accept Late Filing When Failure to Meet Deadline Was Due to Excusable Neglect

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471 2023

United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse

17 OCAHO 1477 2023

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

Sanction (Rule 11)

Guy Santiglia v. Sun Microsystems, Inc.

9 OCAHO 1104 2004

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

FEDERAL RULES OF CIVIL PROCEDURE

Sanctions for Loss of Electronically Stored Information That Should Have Been Preserved

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400b 2022

Setting Aside Entry of Default

Porfirio Sperandio

15 OCAHO 1400 2021

Setting Aside Order

United States v. Monica Zapata-Cosio

4 OCAHO 685 1994

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF CIVIL PROCEDURE

Substitution of Parties

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433d 2023

Robert Heath v. Smart Works, LLC 16 OCAHO 1434c 2023

Substitution of Parties Under Rule 25

Robert Heath v. Amazee Global Ventures 16 OCAHO 1433a 2022

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433b 2023

16 OCAHO 1433c 2023

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

15 OCAHO 1411a 2022

15 OCAHO 1411c 2023

15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385d 2022

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
	14	OCAHO	1385f	2023
	14	OCAHO	1385g	2023
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
	15	OCAHO	1395d	2023
	15	OCAHO	1395e	2023
	15	OCAHO	1395f	2023
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO	1437a	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
	16	OCAHO	1437c	2023
	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447	2022
	16	OCAHO	1447a	2023
	16	OCAHO	1447b	2023
	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434a	2022
	16	OCAHO	1434b	2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418e	2023
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023
	15	OCAHO	1410d	2022

TOPICAL INDEX

04/30/2024

Summary Decision

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO 733	1995

FEDERAL RULES OF CIVIL PROCEDURE

Summary Judgment Under Rule 56

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023

TOPICAL INDEX

04/30/2024

Tax Protester

United States v. Ronning Landscaping, Inc. 10 OCAHO 1149 2012

FEDERAL RULES OF CIVIL PROCEDURE

When Damages Are Uncertain on Default, Courts May Conduct Hearings to Determine Damages

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

FEDERAL RULES OF EVIDENCE

ALJ Consulted Rule 201 of the Federal Rules of Evidence When Taking Official Notice of a Document

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

TOPICAL INDEX

04/30/2024

As a Guideline

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

FEDERAL RULES OF EVIDENCE

Confidential Settlement Communications Generally Are Not Admissible

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Evidence Inadmissible Under Federal Rules of Evidence Is Not Necessarily Excluded in OCAHO Cases

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

Expert Witnesses Under Rule 702

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

TOPICAL INDEX

04/30/2024

FEDERAL RULES OF EVIDENCE

Federal Rules of Evidence Are Used as a General Guide in OCAHO Proceedings

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes 16 OCAHO 1440 2022

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1093 2003

Judicial Notice of Adjudicative Facts Under Rule 201

Robert Heath v. Ancile, Inc. 15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413d 2022

Robert Paul Heath v. Tech Global Systems, Inc. 16 OCAHO 1419b 2022

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410d 2022

United States v. Psychosomatic Fitness 14 OCAHO 1387 2021

FEE SHIFTING

Generally

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 2006

Jarvis v. AK Steel 7 OCAHO 952 1997

7 OCAHO 952 1997

Robert Y. Chu v. Fujitsu Network Transmission System, Inc. 5 OCAHO 778 1995

United States v. Great Earth Companies, Inc. 9 OCAHO 1070 2001

FIELD MANUAL

Generally

United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant 1 OCAHO 123 1990

United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash 1 OCAHO 98 1989

United States v. San Ysidro Ranch 1 OCAHO 183 1990

TOPICAL INDEX

04/30/2024

FIFTH AMENDMENT

Affirmative Defense(s)

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
	4	OCAHO 649	1994

Fifth Amendment Challenge to Fine Assessment Requires Supporting Evidence or Case Law

<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021

Generally

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 798	1995
---	---	-----------	------

TOPICAL INDEX

04/30/2024

Yadira Azucena Ocampo Soto v. Top Industrial, Inc. 7 OCAHO 999 1998

FIFTH AMENDMENT

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

Absent Exigency, Parties Are Expected to File According to OCAHO's Rules

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Abuse of Electronic Filing Privideges

TOPICAL INDEX

04/30/2024

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388a 2021

FILING

Abuse of Electronic Filing Privileges

United States v. Pasquel Hermanos, Inc.

18 OCAHO 1506a 2024

ALJ Amended E-Filing Order to Require Both Mail and Electronic Service on a Party

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435a 2022

16 OCAHO 1435b 2024

ALJ Construed Pro Se Party's Filing As Response to Motion for Summary Decision

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450i 2023

TOPICAL INDEX

04/30/2024

ALJ Exercised discretion in Accepting Filing That Contained Some Defects

Richard R. Rogers v. Service Experts

16 OCAHO 1415 2022

FILING

ALJ Exercised Discretion to Accept Filing Electronically

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

16 OCAHO 1438f 2023

ALJ Exercised Discretion to Accept Procedurally Deficient Facsimile Filing

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456b 2023

ALJ Exercised Discretion to Accept Reply Brief Filed in Contravention of Regulations

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

TOPICAL INDEX

04/30/2024

FILING

ALJ Has Discretion to Accept Late Filings

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO	1477	2023
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

ALJ Will Not Consider Documents Submitted Only in Hyperlinks

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

FILING

All Documents Filed Must Be Accompanied By a Certificate of Service

<i>In re Investigation of Georgia Institute of Technology</i>	15	OCAHO	1399	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>Y.Y. v. Zuora</i>	15	OCAHO	1402b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

Certificate of Service

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023

TOPICAL INDEX

04/30/2024

Y.Y. v. Zuora

15 OCAHO 1402b 2022

FILING

Court Employs Good Cause Standard in Deciding Whether to Accept Late Filing

United States v. TX Pollo Feliz LLC

18 OCAHO 1503 2023

Court Has Discretion to Accept Reply and Sur-Reply Filings

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

Court Independently Review an Extension Request Only As It Relates to That Particular Case

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423b 2022

TOPICAL INDEX

04/30/2024

FILING

Court Provided a Copy of the Answer to the Complainant As a Courtesy

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

Documents are Not Considered Filed Until Received By OCAHO

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

United States v. Pasquel Hermanos, Inc. 18 OCAHO 1506a 2024

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Electronic Filing

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400a 2022

TOPICAL INDEX

04/30/2024

<i>Sophie Ackermann v. Mindlance, Inc,</i>	17	OCAHO	1462c	2023
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	16	OCAHO	1424	2022
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024
	18	OCAHO	1506	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
	18	OCAHO	1501	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

FILING

Fax Filings Acceptable to Toll Filing Deadline, But Hard Copies Must Be Forwarded Simultaneously

<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

TOPICAL INDEX

04/30/2024

FILING

Fax Filings Must Comply With OCAHO Rules in Order to be Effective

<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

Fax Filings That Do Not Comply with OCAHO Rules Will Be Treated as a Nullity

<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

Late-Filed Hearing Exhibit

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375j	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

FILING

Motion for Leave to File Sur-Reply

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464d 2023

Motion to File Electronically

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

No Danger of Prejudice From Accepting Late Filing in Early Stage of Proceedings

United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse

17 OCAHO 1477 2023

Non-Filing Party Given Extra Time to Respond to Fax-Filed Motion That Was Improperly Served

Richard R. Rogers v. Service Experts

16 OCAHO 1415 2022

TOPICAL INDEX

04/30/2024

FILING

OCAHO Rules Do Not Allow for Replies to Responses to Motions Except Upon Leave of the ALJ

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

OCAHO's Regulations Provide That A Party Has Ten Days to File an Opposition

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

Order Accepting Reply Filing

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

Order Accepting Reply Filing Submitted in Contravention of Regulations

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

TOPICAL INDEX

04/30/2024

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

FILING

Order Amending E-Filing Order

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

Order Granting in Part Motion to File Electronically

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Order Rejecting Filing Submitted by Email When Case Was Not Enrolled in Electronic Filing

United States v. Chinese Back Rub d/b/a Chinese Massage

16 OCAHO 1424 2022

United States v. Pasquel Hermanos, Inc.

18 OCAHO 1506a 2024

TOPICAL INDEX

04/30/2024

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471a 2023

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450e 2023

FILING

Order Setting Posthearing Briefing Schedule

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Parties Invited to Participate in Electronic Filing Pilot Program

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

Parties May Generally Only Submit One Response to a Motion

TOPICAL INDEX

04/30/2024

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

FILING

Parties Must Provide Electronic Filings in PDF Unless Otherwise Instructed

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471a 2023

Party Should Seek Leave of Court to File Reply or Sur-reply

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

Party Sought to Proceed Anonymously in OCAHO Case

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450b 2022

TOPICAL INDEX

04/30/2024

Posthearing Briefs

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

FILING

Posthearing Rebuttal Evidence

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375j 2023

Reply Brief Filed in Contravention of Regulations

United States v. Zarco Hotels Incorporated 18 OCAHO 1518 2024

Requests for Extension of Time Should Be Filed in Advance of Deadline

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

TOPICAL INDEX

04/30/2024

Revocation of Electronic Filing Privileges

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388a	2021
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024

FILING

Sur-Reply

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464d	2023
---	----	-------	-------	------

To Become E-Filers Under Pilot Program, Both Parties Must Request to Participate in Writing

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
--	----	-------	-------	------

Unsolicited Evidentiary Submission

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450e	2023
------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

FILING

Untimely Filing

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

When Filing By Email, Party Must Copy Opposing Party on Email to Court Containing Filing

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
--	----	-------	-------	------

FINES

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

FINES

Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Metropolitan Warehouse, Inc. 10 OCAHO 1207 2013

United States v. Mr. Mike's Pizza, Inc. 10 OCAHO 1196 2013

United States v. Niche, Inc. 11 OCAHO 1250 2015

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	2013
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FINES

Absence of Bad Faith Does Not Necessarily Show Good Faith

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
--	----	-------	------	------

Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	2013
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015

TOPICAL INDEX

04/30/2024

FINES

Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

FINES

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
-------------------------------------	----	-------	------	------

ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Amount of the Penalty

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
--	----	-------	-------	------

ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty

TOPICAL INDEX

04/30/2024

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FINES

ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

Hearsay

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	2014
	11	OCAHO	1217	2014

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Durable, Inc.</i>	11	OCAHO 1231	2014
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
	16	OCAHO 1416b	2023

FINES

ALJ Is Not Bound by ICE's Method of Calculating Penalties

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021
---	----	-------------	------

ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416b	2023
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO 1348	2020

TOPICAL INDEX

04/30/2024

FINES

ALJ May Not Assess Penalties Above Maximum Permitted by Department of Justice Regulations

<i>United States of America v. Danielle Messineo</i>	14	OCAHO	1367	2020
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020

ALJ Not Bound by ICE's Method of Calculating Penalties

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table

TOPICAL INDEX

04/30/2024

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 2014

FINES

Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Edgemont Group, LLC 17 OCAHO 1470c 2023

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

16 OCAHO 1416b 2023

United States v. Leticia Velarde 14 OCAHO 1384 2020

TOPICAL INDEX

04/30/2024

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
---	----	-------	------	------

Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015

TOPICAL INDEX

04/30/2024

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Natural Environmental, Inc.</i>	10	OCAHO	1197	2013
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Calculating Inflation-Adjusted Penalty Ranges for Violations of 8 U.S.C. Section 1324a

<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
--	----	-------	-------	------

Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	2014

TOPICAL INDEX

04/30/2024

Change of Corporate Ownership After a Violation Does Not Affect History of Violations Factor

United States v. Durable, Inc. 11 OCAHO 1229 2014

FINES

Civil Money Penalty

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. El Azteca Dunkirk, Inc. 10 OCAHO 1172 2013

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

United States v. Enrique Reyes d/b/a King's Produce 4 OCAHO 592 1994

United States v. Exim, Inc. and Jaime Monardes, Individually 4 OCAHO 604 1994

United States v. Fowler Equipment Company, Inc. 10 OCAHO 1169 2013

United States v. Giambli 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

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	7	OCAHO 972	1997
	7	OCAHO 972	1997
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO 1137	2010
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994

FINES

Company Tax Losses Do Not Necessarily Establish Poor Financial Condition or Inability To Pay

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO 1233	2014

Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO 1244	2015
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO 1245	2015

TOPICAL INDEX

04/30/2024

Date of Penalty Assessment for Section 1324b Case is Date of Court Order Imposing Civil Penalties

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
	13	OCAHO	1332j	2021

FINES

Date of Penalty Assessment Is The Date ICE Serves the Notice of Intent to Fine

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

Deliberate Violation of Multiple Laws Governing Employer Conduct Merits Maximum Penalty

TOPICAL INDEX

04/30/2024

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 2014

FINES

Determining the Date of Assessment for Penalties for Violations of 8 U.S.C Section 1324a

United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites 17 OCAHO 1463a 2023

United States v. Edgemont Group, LLC 17 OCAHO 1470c 2023

Difference in Seriousness of Violations May Be Reflected in the Final Penalty

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

FINES

Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

Document Fraud

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

Draining Funds From Business Before Civil Penalty Undercuts Ability to Pay

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

FINES

Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine

United States v. Durable, Inc.

11 OCAHO 1229 2014

Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

13 OCAHO 1338 2020

Employer's Failure to Reverify Employee's Expired Employment Authorization Is Serious Violation

TOPICAL INDEX

04/30/2024

United States v. Visiontron Corp.

13 OCAHO 1348 2020

FINES

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

13 OCAHO 1338 2020

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Employer's Previous Receipt of a Warning Notice Does Not Constitute History of Previous Violations

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 2016

Enhancement Factor Based on Whether Specific Individual was Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 2015

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

TOPICAL INDEX

04/30/2024

<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014

FINES

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Metropolitan Warehouse, Inc.</i>	10	OCAHO	1207	2013
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

Excessive

<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	2013
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	2014
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Fowler Equipment Company, Inc.</i>	10	OCAHO	1169	2013
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	2010
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	2014
<i>United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant</i>	10	OCAHO	1194	2013
<i>United States v. Pedro Dominguez</i>	6	OCAHO	878	1996

FINES

Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
---	----	-------	------	------

Factors

TOPICAL INDEX

04/30/2024

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

FINES

Failure to Complete I-9 Within Three Business Days is Serious Violation

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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

TOPICAL INDEX

04/30/2024

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 2015

FINES

Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles

12 OCAHO 1281 2016

United States v. Golden Employment Group, Inc.

12 OCAHO 1277 2016

United States v. Hair U Wear, LLC

11 OCAHO 1268 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Ideal Transportation Co., Inc.

12 OCAHO 1290 2016

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga

12 OCAHO 1286 2016

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FINES

Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Failure to Prepare I-9 Among Most Serious Paperwork Violations

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014

TOPICAL INDEX

04/30/2024

<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

FINES

Failure to Prepare I-9 More Serious Than Paperwork Violations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014

Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
--	----	-------	------	------

Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 2015

FINES

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 2014

Failure to Submit Filing on Penalties May Constitute Waiver of Right to Be Heard on Penalties

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436a 2023

Failure to Timely Prepare Form I-9 Is A Serious Violation

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 2016

United States v. Visiontron Corp.

13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

FINES

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

Generally

United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing 3 OCAHO 494 1993

United States v. Armando Alvarez-Suarez 6 OCAHO 862 1996

6 OCAHO 862 1996

United States v. Business Teleconsultants, Ltd. 3 OCAHO 565 1993

TOPICAL INDEX

04/30/2024

<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 575	1993
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO 591	1993
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Hardeep Singh</i>	3	OCAHO 520	1993
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 499	1993
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO 581	1993
<i>United States v. Landscapes By Susanna</i>	3	OCAHO 556	1993
	3	OCAHO 556	1993
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 587	1993
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO	559	1993
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	1993
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	1993

FINES

Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
---	----	-------	-------	------

Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018

TOPICAL INDEX

04/30/2024

<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
	13	OCAHO	1338	2020
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

TOPICAL INDEX

04/30/2024

FINES

Government Bears the Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022

Government Has Burden of Proof On Fines and Aggravating Factors

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO 1222	2014
---	----	------------	------

Government Must Prove Aggravating Factor by Preponderance of Evidence

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO 1244	2015
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO 1226	2014

TOPICAL INDEX

04/30/2024

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

FINES

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022

High Compliance Rate May Be Evidence of Good Faith

TOPICAL INDEX

04/30/2024

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

FINES

High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

ICE Fine Guidelines Have No Binding Effect on OCAHO

United States v. 3679 Commerce Place, Inc.

12 OCAHO 1296 2017

United States v. Golden Employment Group, Inc.

12 OCAHO 1277 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Ideal Transportation Co., Inc.

12 OCAHO 1290 2016

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga

12 OCAHO 1286 2016

United States v. Niche, Inc.

11 OCAHO 1250 2015

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

FINES

If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
---	----	-------	------	------

If Government Fails to Develop Record on Statutory Factor, ALJ May Treat It As Neutral or Mitigating

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
--	----	-------	-------	------

In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020

TOPICAL INDEX

04/30/2024

FINES

Insufficiently Developed Record May Be Considered as Non-Statutory Factor

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

United States v. Foothill Packing, Inc. 11 OCAHO 1240 2015

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1232	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Lack of Prosecutorial Interest May Be Considered as Non-Statutory Factor

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Leniency Toward Small Entities

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	2014

FINES

Mitigation

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	1996
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	1994
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	1997
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO	933	1997
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	1994
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	1996
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO 627	1994
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO 825	1995
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO 652	1994
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO 637	1994
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994

FINES

No Deterrent Effect When Employer Is No Longer in Business

<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO 1237	2014
---	----	------------	------

Non-Statutory Factor Considered As Matter of Equity

TOPICAL INDEX

04/30/2024

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

FINES

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 2015

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles

12 OCAHO 1281 2016

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 2015

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 2016

United States v. Natural Environmental, Inc.

10 OCAHO 1197 2013

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging

11 OCAHO 1253 2015

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 2016

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

TOPICAL INDEX

04/30/2024

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 2014

FINES

OCAHO ALJs May Review Penalty Assessments De Novo

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

TOPICAL INDEX

04/30/2024

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
	16	OCAHO	1416b	2023
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FINES

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

TOPICAL INDEX

04/30/2024

United States v. Visiontron Corp.

13 OCAHO 1348 2020

FINES

OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine

United States v. Senox Corporation

11 OCAHO 1219 2014

OCAHO May Examine ICE Fine de novo

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

United States v. Senox Corporation

11 OCAHO 1219 2014

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC

16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416a 2022

TOPICAL INDEX

04/30/2024

FINES

Order Imposing Civil Penalty in Section 1324b Case

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Party Seeking Consideration of Equitable Factor Bears Burden of Presenting Supporting Evidence

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

TOPICAL INDEX

04/30/2024

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FINES

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020

TOPICAL INDEX

04/30/2024

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

FINES

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 2014

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 2014

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 2014

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 2015

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 2015

11 OCAHO 1247 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	2014
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine</i>	10	OCAHO	1209	2014
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Penalties Not Meant to Force Employers Out of Business or Result in Loss of Employment for Workers

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Penalties Should Deter Future Violations Without Being Unduly Punitive

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

FINES

Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
--	----	-------	------	------

Penalties Should Not Be Disproportionate to Employer's Revenue

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
--	----	-------	------	------

Penalties Should Promote Future Compliance Without Being Unduly Punitive

TOPICAL INDEX

04/30/2024

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
	13	OCAHO	1338	2020
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

FINES

Presenting Forms I-9 Late Is Not As Serious as Complete Failure to Prepare of Present Forms I-9

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
--	----	-------	-------	------

Principal Goal Is To Enhance Probability of Future Compliance

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	2014
---------------------------------------	----	-------	------	------

TOPICAL INDEX

04/30/2024

FINES

Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Proportionality is Critical in Setting Penalties

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 2014

United States v. Metropolitan Warehouse, Inc. 10 OCAHO 1207 2013

United States v. Niche, Inc. 11 OCAHO 1250 2015

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

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

TOPICAL INDEX

04/30/2024

FINES

Purpose is to Deter Repeat Violations and Encourage Others to Comply

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procesures

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

Rate of Violations Is Not An Enumerated Factor But Can Be Considered In Assessing the Penalty

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Reasonableness Based On Record As Whole and Statutory Factors in Particular

TOPICAL INDEX

04/30/2024

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

FINES

Reliability

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

Sale of Fraudulent Documents Is A Serious Violation

United States v. Leticia Velarde 14 OCAHO 1384 2020

Seriousness of Violation Depends on Degree of Deviation From Verification Requirements

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

TOPICAL INDEX

04/30/2024

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

FINES

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Golden Employment Group, Inc. 12 OCAHO 1277 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 2015

11 OCAHO 1247 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 2014

TOPICAL INDEX

04/30/2024

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

Seriousness of Violation(s)

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

Should Deter Future Violations Without Being Unduly Punitive

United States v. Senox Corporation 11 OCAHO 1219 2014

FINES

Size of Business

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

United States v. M & D Masonry 10 OCAHO 1215 2014

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

Size of Business Is A Factor in Assessment of the Penalty

United States v. Visiontron Corp.

13 OCAHO 1348 2020

FINES

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

Social Security Mismatch Does Not Establish That a Particular Individual is Unauthorized for Employment

United States v. SKZ Harvesting, Inc.

11 OCAHO 1266 2016

Statute Does Not Prohibit Consideration of Unenumerated Factors

United States v. Clean Sweep Janitor Service

11 OCAHO 1226 2014

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1223 2014

TOPICAL INDEX

04/30/2024

FINES

Statute Does Not Require That a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO 1307	2017
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO 1297	2017
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021

Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO 1239	2014
<i>United States v. Durable, Inc.</i>	11	OCAHO 1231	2014
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO 1258	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO 1251	2015
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO 1319	2019
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO 1245	2015
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO 1233	2014

TOPICAL INDEX

04/30/2024

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014

FINES

Statute Does Not Require That Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FINES

Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

Statute Does Not Rule Out Consideration of Unenumerated Factors

TOPICAL INDEX

04/30/2024

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

FINES

Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
--	----	-------	------	------

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	2015
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014

TOPICAL INDEX

04/30/2024

FINES

Summary Decision

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

TOPICAL INDEX

04/30/2024

There Is No Sole Permissible Method for Calculating Penalties

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO 1296	2017
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355a	2020
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO 1297	2017
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO 1293	2016
<i>United States v. Senox Corporation</i>	11	OCAHO 1219	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO 1243	2015

FINES

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO 1270	2016
--	----	------------	------

Under Section 1324c, ALJ Must Impose a Penalty for Each Document for Which a Violation is Found

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO 1349a	2020
--	----	-------------	------

TOPICAL INDEX

04/30/2024

FINES

Under Section 1324c, Government's Requested Penalty May Be Adopted If It Is Reasonable

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023

Violations Evaluated on a Continuum Because Not All Violations are Equally Serious

<i>United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites</i>	11	OCAHO	1218	2014
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

Weight of Each Statutory Factor Depends on Facts of Each Case

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FINES

When Considering Ability to Pay, Court Disfavors Conclusory Statements Absent Corroboration

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
--	----	-------	-------	------

When Considering Ability to Pay, Court Favors Evidence of Longitudinal Financial Performance

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
--	----	-------	-------	------

Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty

TOPICAL INDEX

04/30/2024

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

FORGED DOCUMENTS

Generally

<i>United States v. Armando Alvarez-Suarez</i>	6	OCAHO	862	1996
	6	OCAHO	862	1996
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	1993
<i>United States v. Maria Sourovova</i>	8	OCAHO	1020	1998
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO	792	1995

FORM I-9

A Birth Certificate is Not a Valid List B Document That Establishes Identity

TOPICAL INDEX

04/30/2024

United States v. Monadnock Mountain Spring Water, Inc.

10 OCAHO 1193 2013

FORM I-9

Calculating the Date a Timeliness Paperwork Violation Occurred

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416b 2023

Completion of I-9 after Notice of Inspection

United States v. Ideal Transportation Co., Inc.

12 OCAHO 1290 2016

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

Compliance

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant

5 OCAHO 729 1995

United States v. Burns and Intra-Continental Enterprises

5 OCAHO 768 1995

TOPICAL INDEX

04/30/2024

<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO 737	1995
<i>United States v. Giambli Enterprises</i>	5	OCAHO 817	1995
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994
<i>United States v. Jonel, Inc.</i>	7	OCAHO 967	1997
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 769	1995
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO 801	1995
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO 826	1995
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO 1173	2013
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO 782	1995
<i>United States v. Walden Station, Inc.</i>	8	OCAHO 1053	2000

TOPICAL INDEX

04/30/2024

FORM I-9

Date of Hire Is Critical to Assessing Penalties for Timeliness Paperwork

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

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. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

United States v. Monica Zapata-Cosio 5 OCAHO 822 1995

United States v. Mourad Abu Remileh 5 OCAHO 724 1995

TOPICAL INDEX

04/30/2024

United States v. Mourad Abu Remileh

5 OCAHO 724 1995

FORM I-9

Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee

United States v. International Packaging, Inc.

12 OCAHO 1275 2016

12 OCAHO 1275 2016

Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 2015

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 2015

11 OCAHO 1247 2015

United States v. 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

TOPICAL INDEX

04/30/2024

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	2014
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015

FORM I-9

Employer is Liable for Only One Violation Per Form I-9

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
---	----	-------	------	------

Employer Is Permitted, But Not Required, To Copy Employee Documents Presented for Form I-9

<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016
	12	OCAHO	1275	2016

Employer Must Attest to Examination of Section 2 Documents

TOPICAL INDEX

04/30/2024

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016

FORM I-9

Employer Must Complete Form I-9 Section 2 Within 3 Business Days of Employee's First Day of Work

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire

<i>United States v. Durable, Inc.</i>	11	OCAHO	1229	2014
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

TOPICAL INDEX

04/30/2024

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

United States v. Visiontron Corp.

13 OCAHO 1348 2020

FORM I-9

Employer Must Reverify An Employee's Expired Employment Authorization on Section 3 of Form I-9

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

Employer Who Signs Section 2 With Electronic Signature Must Follow Applicable Regulations

United States v. Agri-Systems d/b/a ASI Industrial

12 OCAHO 1301 2017

Employer's Completion of Section 3 In Lieu of Section 2 Constitutes Substantive Violation

United States v. Durable, Inc.

11 OCAHO 1229 2014

TOPICAL INDEX

04/30/2024

Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation

<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015

FORM I-9

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016

Employers Must Prepare and Retain Forms I-9 for Employees Hired After November 6, 1986

TOPICAL INDEX

04/30/2024

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

FORM I-9

Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016

Failure to Attest to Examination of Section 2 Documents is Serious Substantive Violation

<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
---	----	-------	------	------

Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

TOPICAL INDEX

04/30/2024

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 2015

FORM I-9

Failure to Complete I-9 Within Three Business Days is Serious Violation

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation

United States v. Durable, Inc.

11 OCAHO 1229 2014

Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation

United States v. Executive Cleaning Services of Long Island, Ltd.

13 OCAHO 1314 2018

TOPICAL INDEX

04/30/2024

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

FORM I-9

Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation

United States v. Durable, Inc. 11 OCAHO 1229 2014

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 2015

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 2015

11 OCAHO 1247 2015

Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 2015

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

TOPICAL INDEX

04/30/2024

Failure to Ensure Employee Timely Completes Section 1 Constitutes Serious Violation

United States v. Durable, Inc.

11 OCAHO 1229 2014

FORM I-9

Failure to Enter Required Document Information in Section 2 Constitutes Serious Violation

United States v. Durable, Inc.

11 OCAHO 1229 2014

Failure to Identify Issuing Authority In Form I-9 Section 2 Is A Serious Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

TOPICAL INDEX

04/30/2024

<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FORM I-9

Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Failure to Prepare I-9 More Serious Than Paperwork Violations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
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Failure to Present a Form I-9 Is A Substantive Violation

TOPICAL INDEX

04/30/2024

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

FORM I-9

Failure to Present Forms I-9 Is One of the Most Serious Violations

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

Failure to Present Forms I-9 Within Three Days of Government's Request

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

United States v. Agri-Systems d/b/a ASI Industrial

12 OCAHO 1301 2017

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

TOPICAL INDEX

04/30/2024

Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation

United States v. Durable, Inc.

11 OCAHO 1229 2014

FORM I-9

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 2015

United States v. Niche, Inc.

11 OCAHO 1250 2015

Failure to Timely Prepare Form I-9 Is A Serious Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Failure to Timely Submit Forms I-9 to ICE Cannot be Corrected Through Good Faith Exception

TOPICAL INDEX

04/30/2024

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

FORM I-9

Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

United States v. Senox Corporation 11 OCAHO 1219 2014

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 2014

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

Generally

United States v. Alberta Sosa, Inc. 6 OCAHO 831 1996

United States v. David Segura-Sataray 4 OCAHO 703 1994

United States v. Davis Nursery, Inc. 4 OCAHO 694 1994

TOPICAL INDEX

04/30/2024

<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO 627	1994
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO 1147	2012
	10	OCAHO 1147	2012
<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO 857	1996
<i>United States v. Leticia Cruz-Mandoza</i>	5	OCAHO 750	1995
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995
	5	OCAHO 727	1995
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Simon Osagie Iyawe</i>	5	OCAHO 744	1995

FORM I-9

I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO 1319	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

FORM I-9

I-9 Section 3 To Be Used Only for Reverification After Section 2 is Properly Completed At Hire

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
---------------------------------------	----	-------	------	------

Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
---	----	-------	------	------

Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022

TOPICAL INDEX

04/30/2024

FORM I-9

No Substitute for Proper Completion of Form I-9

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

Paperwork Violation Involving Failure to Complete Section 1 or 2 Continues Until Corrected

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

Retention Requirement for Former Employees

United States v. March Construction, Inc. 10 OCAHO 1158 2012

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

TOPICAL INDEX

04/30/2024

Submission of Form I-9 Completed After Service of NOI Does Not Cure Failure to Timely Prepare

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

FORM I-9

The Longer the Delay In Preparing a Form I-9, The More Serious the Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

Timeliness Paperwork Violations Cannot Be Cured

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Timeliness Violations "Frozen in Time" At Point When I-9 Is Not Completed by the Date Required

TOPICAL INDEX

04/30/2024

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416b 2023

FORM I-9

Use of Section 3 of Form I-9 Only Proper If Employee Is Rehired or Work Authorization Expires

United States v. Durable, Inc.

11 OCAHO 1231 2014

FOURTH AMENDMENT

Affirmative Defense(s)

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission

15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg

15 OCAHO 1409 2021

Consent

United States v. David Jenkins

5 OCAHO 743 1995

TOPICAL INDEX

04/30/2024

FOURTH AMENDMENT

Exclusionary Rule

United States v. David Jenkins 5 OCAHO 743 1995

Fourth Amendment Challenge to ICE Audit Requires Supporting Evidence or Case Law

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

Generally

United States v. C&K Metals, Inc. a/k/a Leach Cast & Steel, Inc. 6 OCAHO 845 1996

United States v. David Jenkins 5 OCAHO 743 1995

FRONT PAY

TOPICAL INDEX

04/30/2024

Award of Front Pay Cannot Be Unduly Speculative

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

FRONT PAY

Definition

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Front Pay Necessary Only So Long as Discriminatee Must Wait for Next Available Opening

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Front Pay Ordinarily Appropriate Only in Lieu of Job Placement

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

TOPICAL INDEX

04/30/2024

Monetary Damages Under Section 1324b Limited to Back Pay, Front Pay, and Attorney's Fees

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

FRONT PAY

Practical Considerations in Awarding Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Professional Relationship Between Parties Relevant to Determining Reinstatement and Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

GOOD CAUSE

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

16 OCAHO 1439 2022

TOPICAL INDEX

04/30/2024

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

GOOD CAUSE

A Showing of Good Cause is a Condition Precedent to Permitting a Late Answer

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454 2022

United States v. Commander Produce, LLC 16 OCAHO 1428a 2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

United States v. Patmo Concrete LLC 17 OCAHO 1448a 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457 2022

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444a 2022

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Additional Time to Research Merits of Potential Motion Not Good Cause for Answer Extension

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510 2023

ALJ Can Apply Relevant Circuit Court Test to Determine Good Cause for Setting Aside Default

Porfirio Sperandio 15 OCAHO 1400 2021

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

United States v. AMA Repiping, LLC 15 OCAHO 1391 2021

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

ALJ May Enter Default Judgment If Respondent Does Not Show Good Cause for Failure to Timely Answer

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

TOPICAL INDEX

04/30/2024

<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

GOOD CAUSE

ALJ May Issue Protective Order Upon Showing of Good Cause

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
	14	OCAHO	1386c	2021

ALJ May Set Aside An Entry of Default For Good Cause

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Answer Untimely Filed Without Showing of Good Cause

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022

Circumstances in Which Courts Have Found Good Cause for a Sur-Reply

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464d	2023
---	----	-------------	------

Court Employs Good Cause Standard in Deciding Whether to Accept Late Filing

<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO 1477	2023
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO 1503	2023

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Defective Service of Complaint May Be A Factor In Good Cause Finding

Porfirio Sperandio 15 OCAHO 1400 2021

Definition

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324c 2021

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

United States v. AMA Repiping, LLC 15 OCAHO 1391 2021

Factors Considered in Good Cause Analysis

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381k 2021

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

TOPICAL INDEX

04/30/2024

<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
	16	OCAHO	1432a	2022

GOOD CAUSE

Factors in Determining Whether Good Cause Exists to Amend the Date Discovery Closes

<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
-----------------------------	----	-------	-------	------

Failure to File a Status Report

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

GOOD CAUSE

Failure to Respond to Order for Prehearing Statements

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Failure to Show Good Cause for Untimely Motion to Compel

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

Generally

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

*United States v. David Ley Salido d/b/a David Ley Salido Rockwall
Subcontractor* 1 OCAHO 81 1989

TOPICAL INDEX

04/30/2024

<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 187	1990
<i>United States v. Michael's Greek Village, Limited and Michael Lotsis, Jointly and Severally</i>	1	OCAHO 86	1989
<i>United States v. Nu Line Fashions, Inc.</i>	1	OCAHO 147	1990
<i>United States v. Shine Auto Service</i>	1	OCAHO 94	1989
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 35	1988
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993

GOOD CAUSE

Good Cause for Continuance Based of Tentative Settlement Agreement

<i>Robert Heath v. Rang Technologies</i>	16	OCAHO 1420	2022
--	----	------------	------

Good Cause for Continuance Based on Exigent Personal Circumstances

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375e	2022
---	----	-------------	------

Good Cause for Continuance Based on Tentative Settlement Agreement

TOPICAL INDEX

04/30/2024

Joseph J. Ferrero v. Databricks 18 OCAHO 1505a 2024

United States v. Grove Hotel, LLC d/b/a Holiday Express 18 OCAHO 1497 2023

GOOD CAUSE

Good Cause for Continuance of Prehearing Conference

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Grove Hotel, LLC d/b/a Holiday Express 18 OCAHO 1497 2023

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375e 2022

Good Cause for Extension of Case Deadlines

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362f 2023

Good Cause for Extension of Time to File Answer

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024

GOOD CAUSE

TOPICAL INDEX

04/30/2024

Good Cause for Extension of Time to File Answer When Respondent Only Recently Retained Counsel

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024

GOOD CAUSE

Good Cause for Extension of Time to File Dispositive Motions

<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
	18	OCAHO	1519	2024

TOPICAL INDEX

04/30/2024

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460c 2023

United States v. Klein's Kosher Pickle Company 18 OCAHO 1500a 2024

GOOD CAUSE

Good Cause for Extension of Time to File Response to Order to Show Cause When Respondent Recently Retained Counsel

United States v. Glen Echo Pharmacy, Inc. 18 OCAHO 1520a 2024

Good Cause for Extension of Time to Respond to Motion to Dismiss

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475 2023

17 OCAHO 1475c 2023

Good Cause for Failure to File a Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

United States v. Sal's Lounge 15 OCAHO 1394c 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432a 2022

GOOD CAUSE

Good Cause for Failure to File a Timely Answer

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC 18 OCAHO 1490a 2024

Porfirio Sperandio 15 OCAHO 1400 2021

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414 2022

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454 2022

United States v. Chilitto Pikin LLC 18 OCAHO 1486a 2024

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen 18 OCAHO 1485 2023

United States v. MRD Landscaping & Maintenance Corp. 15 OCAHO 1407c 2022

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

United States v. R&V Steel Erectors Systems, Inc. 18 OCAHO 1501 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Treescapes, Inc.</i>	15	OCAHO	1389	2021
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

GOOD CAUSE

Good Cause for Leave to File a Reply

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450j	2023
	17	OCAHO	1450i	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475d	2023

Good Cause for Missing Deadlines Based on Difficulties Caused by COVID-19

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Good Cause for Stay of Proceedings

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

United States v. Ron's Temporary Help Services 18 OCAHO 1496 2023

Good Cause for Sur-Reply Where Reply Raised New Issues

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450j 2023

Good Cause Required to Extend Discovery Deadline

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

Good Cause Requires Demonstration of Good Faith and Reasonable Basis for Noncompliance

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479b	2023
	18	OCAHO	1479c	2023
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460c	2023
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475	2023
	17	OCAHO	1475c	2023
	17	OCAHO	1475c	2023

GOOD CAUSE

Good Cause to Extend Dispositive Motions Deadline

<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Good Cause To Set Aside Entry of Default When Respondent Demonstrated Intent to Defend Itself

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413 2022

If No Showing of Good Cause, Late Answer May Not Be Accepted

United States v. ABCO Solar, Inc.

17 OCAHO 1465 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

Motion for Answer Extension Lacked Specificity and Failed to Provide Detailed Rationale

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510 2023

18 OCAHO 1510 2023

TOPICAL INDEX

04/30/2024

No Bad Faith Delay When Good Cause Was Found for Each Extension of Time

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

GOOD CAUSE

Party Moving for Extension of Time Has Burden of Showing Good Cause

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381f 2021

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324c 2021

Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams 18 OCAHO 1481 2023

R.S. v. NVIDIA Corp. 17 OCAHO 1450a 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. El Camino, LLC 18 OCAHO 1479c 2023

United States v. KLJ Leasing, LLC 16 OCAHO 1446a 2023

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475 2023

17 OCAHO 1475c 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

GOOD CAUSE

Party Seeking Continuance Must Provide Good Cause As A Threshold Matter

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

Party Seeking Continuance Within 14 Days of Scheduled Proceeding Must Demonstrate Good Cause

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

Robert Heath v. Rang Technologies

16 OCAHO 1420 2022

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375e 2022

Party Seeking Leave to File a Reply Must Show Good Cause to Warrant Accepting the Reply

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450j 2023

TOPICAL INDEX

04/30/2024

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

GOOD CAUSE

Party Seeking Protective Order Has Burden of Showing Good Cause

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464b 2023

United States v. Facebook, Inc.

14 OCAHO 1386a 2021

14 OCAHO 1386c 2021

Party Seeking to File Supplemental Response Must Demonstrate Good Cause

R.S. v. Lattice Semiconductor

14 OCAHO 1362b 2021

Personal Hardship May Constitute Good Cause for Extension of Time

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423b 2022

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Protective Order(s)

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464b 2023

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

Protective Orders Only Issued Upon Motion and For Good Cause

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464b 2023

Respondent Did Not Proffer Good Cause for Its Failure to File a Timely Answer

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Respondent Did Not Proffer Good Cause for Untimely Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460b 2023

Showing of Good Cause Generally Requires Showing of Diligence or Changed Circumstances

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324c 2021

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Showing of Good Cause Must Be Based on Particular and Specific Demonstration of Fact

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

TOPICAL INDEX

04/30/2024

GOOD CAUSE

Showing of Good Cause Required for Extension of Time

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381k	2021
	14	OCAHO	1381f	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381i	2021
<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324c	2021
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362f	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024
<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479b	2023
	18	OCAHO	1479c	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520a	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460c	2023
<i>United States v. Klein's Kosher Pickle Company</i>	18	OCAHO	1500a	2024
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475	2023
	17	OCAHO	1475c	2023
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024

TOPICAL INDEX

04/30/2024

<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022

GOOD CAUSE

Vague Justification Insufficient to Demonstrate Good Cause for Protective Order

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386c	2021
--	----	-------	-------	------

GOOD FAITH

Absence of Bad Faith Does Not Necessarily Show Good Faith

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
--	----	-------	------	------

Absence of Good Faith Shown Where Employer Enters False Hire Dates on Multiple 1-9 Forms

TOPICAL INDEX

04/30/2024

United States v. Durable, Inc.

11 OCAHO 1229 2014

GOOD FAITH

Absence of Good Faith Where Employer Fails to Ascertain and Conform Conduct to Legal Obligations

United States v. Durable, Inc.

11 OCAHO 1229 2014

Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Certification(s)

Production

United States v. Allen Holdings, Inc.

9 OCAHO 1059 2000

TOPICAL INDEX

04/30/2024

GOOD FAITH

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

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

United States v. Visiontron Corp. 13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

GOOD FAITH

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 Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

Failure to Use Voluntary E-Verify System Creates No Inference of Good or Bad Faith

TOPICAL INDEX

04/30/2024

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

GOOD FAITH

Generally

United States v. Alberta Sosa, Inc. 6 OCAHO 831 1996

United States v. Continental Sports Corporation 5 OCAHO 799 1995

5 OCAHO 799 1995

United States v. De Luca's Market 8 OCAHO 1039 1999

United States v. Fairfield Jersey, Inc. 9 OCAHO 1072 2001

United States v. Four Star Knitting, Inc. 6 OCAHO 868 1996

United States v. Great Bend Packing Company 6 OCAHO 835 1996

United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service 7 OCAHO 945 1997

United States v. Kerry J. Vicker d/b/a SNB Cleaning 5 OCAHO 819 1995

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company 6 OCAHO 865 1996

United States v. Mesabi Bituminous, Inc. 5 OCAHO 801 1995

United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation 7 OCAHO 986 1998

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Restaurant, Inc.</i>	10	OCAHO	1143	2012
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO	832	1996
	6	OCAHO	832	1996
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	1996
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO	997	1998
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	1996

GOOD FAITH

Good Faith Affirmative Defense Only Available for Technical/Procedural Violations

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016
	12	OCAHO	1275	2016

Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

GOOD FAITH

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
---	----	-------	-------	------

Good Faith Shown When Employer Makes Effort to Ascertain and Conform to its Legal Obligations

TOPICAL INDEX

04/30/2024

United States v. M & D Masonry, Inc.

10 OCAHO 1211 2014

GOOD FAITH

Good Faith Standard has Subjective Components

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

High Compliance Rate May Be Evidence of Good Faith

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

It Is Not Objectively Reasonable to Knowingly Create False Attestations in Section 2 of Form I-9

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

No Error in Finding That Pre-signing I-9 Forms in Batches Is Not Consistent with Good Faith

TOPICAL INDEX

04/30/2024

United States v. M & D Masonry

10 OCAHO 1215 2014

GOOD FAITH

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 2016

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

Requires Assessment of Whether Employer Honestly Exercised Reasonable Care and Diligence

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

United States v. Visiontron Corp.

13 OCAHO 1348 2020

GOOD FAITH DEFENSE

Defense Only Available for Technical or Procedural - Not Substantive - Violations

United States v. Dr. Robert Schaus, D.D.S.

11 OCAHO 1239 2014

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

TOPICAL INDEX

04/30/2024

United States v. International Packaging, Inc.

12 OCAHO 1275 2016

12 OCAHO 1275 2016

GOOD FAITH DEFENSE

Good Faith Affirmative Defense Only Available for Technical/Procedural Violations

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

Good faith defense at 8 U.S.C. 1324a(a)(3) applies only to knowing hire violations

United States v. Lazy Days South, Inc.

13 OCAHO 1322 2020

Good faith defense at 8 U.S.C. 1324a(b)(6)(A) only available for technical/procedural violation

United States v. Lazy Days South, Inc.

13 OCAHO 1322 2020

TOPICAL INDEX

04/30/2024

Good Faith Defense at 8 U.S.C. 1324a(b)(6)(A) Only Available for Technical/Procedural Violations

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	2014
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016
	12	OCAHO	1275	2016

GOOD FAITH DEFENSE

Good Faith Defense At 8 U.S.C.1324a(a)(3) Applies Only to Knowing Hire Violations

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
---	----	-------	------	------

Good Faith Defense Does Not Apply to Substantive Violations

TOPICAL INDEX

04/30/2024

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015

HEARING(S)

Abandonment

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO	598	1994
<i>Adolfo Cruz Deguzman v. First America Bank Corporation</i>	3	OCAHO	585	1993
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO	110	1989
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	1998
<i>United States v. Mitchell Greif, President, Coast Poly, LLC</i>	10	OCAHO	1177	2013
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	1992

Allocation of Burden of Proof at Hearing

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

HEARING(S)

At Hearing on Merits, Complainant Must Prove Factual Allegations by Preponderant Evidence

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Bifurcation

Hernandez v. Farley Candy Company

5 OCAHO 781 1995

Consolidation

Elodia Guzman v. Yakima Fruit & Cold Storage

9 OCAHO 1063 2000

Evidence

TOPICAL INDEX

04/30/2024

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO 1094	2003
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375j	2023
	14	OCAHO 1375k	2023
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

HEARING(S)

Exhibits

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

Generally

<i>Abdul Hamid Kadir v. Regal Dental Ceramics</i>	4	OCAHO 598	1994
<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO 577	1993
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO 192	1990

TOPICAL INDEX

04/30/2024

HEARING(S)

Hearing on Remand

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375c 2021

14 OCAHO 1375k 2023

Hearing Vacated Because of Nonappearance At Final Prehearing Conference

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324e 2021

Hearings Under 8 U.S.C. Section 1324b Are Conducted by ALJs

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381c 2021

Jury Trial

TOPICAL INDEX

04/30/2024

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381c 2021

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 623 1994

HEARING(S)

Late-Filed Hearing Exhibit

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375j 2023

Location of Hearing

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375c 2021

Order Clarifying Prehearing Submissions

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

TOPICAL INDEX

04/30/2024

HEARING(S)

Order Setting Posthearing Briefing Schedule

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Permissive Joinder

Linda S. Walker v. United Airlines, Inc.

4 OCAHO 686 1994

Posthearing Conference

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375j 2023

14 OCAHO 1375k 2023

Posthearing Order

TOPICAL INDEX

04/30/2024

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432h	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426f	2024

HEARING(S)

Prehearing Conferences May Be Expedient Way to Resolve Written Motions When Hearing is Imminent

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375h	2022
---	----	-------	-------	------

Prehearing Order

<i>Juan Manuel Alamprese v. MNSH, Inc.</i>	9	OCAHO	1094	2003
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

Preponderance of the Evidence Standard

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

HEARING(S)

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

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

Transcript Certification

TOPICAL INDEX

04/30/2024

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375j	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432h	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426f	2024

HEARING(S)

Transcripts

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375j	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432i	2024
	16	OCAHO	1432h	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426g	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426f	2024

Waiver of Evidentiary Hearing

<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO	192	1990
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	1998

TOPICAL INDEX

04/30/2024

HEARING(S)

When Damages Are Uncertain on Default, Courts May Conduct Hearings to Determine Damages

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

Witnesses

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

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

TOPICAL INDEX

04/30/2024

HEARSAY EVIDENCE

Hearsay Is Freely Admissible in Administrative Proceeding if Probative and Reliable

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

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

TOPICAL INDEX

04/30/2024

IMMIGRATION AND NATURALIZATION SERVICE/IMMIGRATION AND CUSTOMS ENFORCEMENT

Authority of DHS to Issue a Final Order

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484a	2023
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485b	2023
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416f	2023

Civil Money Penalty

<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	1994
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	1995

Compliance with Employer Sanctions

Technical or Procedural Verification Failures

TOPICAL INDEX

04/30/2024

United States v. Forsch Polymer Corporation 10 OCAHO 1156 2012

United States v. WSC Plumbing, Inc. 9 OCAHO 1071 2001

**IMMIGRATION AND NATURALIZATION
SERVICE/IMMIGRATION AND CUSTOMS
ENFORCEMENT**

Confidential Informant(s)

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 1998

DHS Directed to Execute Service of Process

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

DHS Has Prosecutorial Discretion to Decide How to Perform Worksite Enforcement Audits

TOPICAL INDEX

04/30/2024

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016

**IMMIGRATION AND NATURALIZATION
SERVICE/IMMIGRATION AND CUSTOMS
ENFORCEMENT**

DHS Has Prosecutorial Discretion to Decide Whether to Issue Notice of Intent to Fine

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016

DHS Perfected Personal Service of Complaint Upon Respondent

<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
---	----	-------	-------	------

Enforcement Priorities Are Within DHS Discretion Unless Prosecution is Based on Improper Grounds

TOPICAL INDEX

04/30/2024

**IMMIGRATION AND NATURALIZATION
SERVICE/IMMIGRATION AND CUSTOMS
ENFORCEMENT**

Fifth Amendment

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. David Jenkins 4 OCAHO 649 1994

Fourth Amendment

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

Generally

United States v. American Terrazzo Corporation d/b/a John Delallo Foods 6 OCAHO 828 1995

TOPICAL INDEX

04/30/2024

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 828	1995
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO 687	1994
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO 697	1994
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO 847	1996

**IMMIGRATION AND NATURALIZATION
SERVICE/IMMIGRATION AND CUSTOMS
ENFORCEMENT**

Handbook for Employers

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
---	---	------------	------

ICE Does Not File a Charge With IER Before Filing a Complaint Under Section 1324a

<i>United States v. HRK Investments, Inc.</i>	13	OCAHO 1318	2019
---	----	------------	------

ICE Permitted to Supplement Record With Evidence on Violation Date to Meet Burden on Penalties

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

**IMMIGRATION AND NATURALIZATION
SERVICE/IMMIGRATION AND CUSTOMS
ENFORCEMENT**

Misconduct

United States v. David Jenkins

4 OCAHO 649 1994

Presumption That Prosecution Is Undertaken in Good Faith And In a Non-Discriminatory Manner

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

Prosecutorial Discretion

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. La Parisienne Bakery, LLC

15 OCAHO 1390a 2021

Recruitment

Technical or Procedural Verification Failures

TOPICAL INDEX

04/30/2024

<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995

IMMUNITY

Recruitment

<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
---	----	------------	------

Transactional

<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO 644	1994
---	---	-----------	------

Use

<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO 644	1994
---	---	-----------	------

INDEPENDENT INVESTIGATIONS

TOPICAL INDEX

04/30/2024

Generally

<i>In re Investigation of Wal-Mart Distribution Center, Subpoena</i>	5	OCAHO 788	1995
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994

INDEPENDENT INVESTIGATIONS

Investigations on OSC/IER's Own Initiative May Occur Where There Is No Underlying Charge

<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO 1378	2020
--	----	------------	------

Investigations on OSC's Own Initiative May Occur Where There Is No Underlying Charge

<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO 1378	2020
--	----	------------	------

INJUNCTIONS

ALJ Has Authority to Consider Motion for Preliminary Injunction

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
---	----	-------------	------

TOPICAL INDEX

04/30/2024

INJUNCTIONS

ALJ Has Authority to Issue a Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Definition

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Likelihood of Success on the Merits Is Most Important Factor in Considering Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Motion Construed as Request for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

TOPICAL INDEX

04/30/2024

INJUNCTIONS

Motion for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Order Denying Motion for Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Party Moving for Preliminary Injunction Bears Burden of Persuasion

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

TOPICAL INDEX

04/30/2024

INJUNCTIONS

Preliminary Injunction Is An Extraordinary Remedy

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Preliminary Injunctions Under Rule 65 of the Federal Rules of Civil Procedure

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

What Must Be Demonstrated in Order to Obtain a Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

INSPECTION

Form I-9

United States v. 4431, Inc. t/a Candlelight Inn

4 OCAHO 611 1994

TOPICAL INDEX

04/30/2024

<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO 847	1996
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009

INSPECTION

Generally

<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO 238	1990
<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. Citizens Utilities Company, Inc., Telephone Division</i>	1	OCAHO 161	1990
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO 54	1989
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 463	1992

INTENDING CITIZEN

Generally

<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO 400	1989
--	---	-----------	------

TOPICAL INDEX

04/30/2024

INTERLOCUTORY ORDER(S)

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370a 2020

Appeal of Interlocutory Order Construed as Motion for Reconsideration

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370a 2020

Circuit Court Standard for Reconsideration of Interlocutory Orders

Prakash Sinha v. Infosys Limited

14 OCAHO 1373e 2024

Definition

A.S. v. Amazon Web Services, Inc.

14 OCAHO 13811 2021

TOPICAL INDEX

04/30/2024

INTERLOCUTORY ORDER(S)

Generally

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 829	1995
<i>United States v. Edith Fine</i>	1	OCAHO 97	1989
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 63	1989
	1	OCAHO 63	1989
<i>United States v. Lea's Party Rentals, Inc.</i>	1	OCAHO 124	1990
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO 576	1993
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995
<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996
	6	OCAHO 876	1996
	7	OCAHO 973	1997
	6	OCAHO 876	1996

TOPICAL INDEX

04/30/2024

INTERLOCUTORY ORDER(S)

Modification by the Chief Administrative Hearing Officer

United States v. Lazy Days South, Inc. 13 OCAHO 1322 2020

Motion to Reconsider an Interlocutory Order

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381l 2021

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

14 OCAHO 1381b 2021

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a 2020

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Prakash Sinha v. Infosys Limited 14 OCAHO 1373e 2024

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

TOPICAL INDEX

04/30/2024

OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381b	2021
<i>Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370a	2020
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

INTERLOCUTORY ORDER(S)

Reconsideration

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
<i>Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370a	2020
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

INTERLOCUTORY ORDER(S)

Review

United States v. Lazy Days South, Inc. 13 OCAHO 1322 2020

United States v. Split Rail Fence Company, Inc. 10 OCAHO 1181 2013

Standard of Review for Reconsideration of Interlocutory Order is "As Justice Requires"

A.S. v. Amazon Web Services, Inc. 14 OCAHO 13811 2021

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381b 2021

INTERPRETER

Generally

United States v. Mushtaq Ahmed Chaudhry 3 OCAHO 588 1993

TOPICAL INDEX

04/30/2024

INTERPRETER

Interpreter Provided for Prehearing Conference

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381i 2021

Providing An Interpreter

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381g 2021

Provision of Language Assistance Ensures Meaningful Access to EOIR Services

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381g 2021

Self-identifying As A Limited English Proficient Person

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381g 2021

TOPICAL INDEX

04/30/2024

INTERROGATORIES

Contention Interrogatories Are a Permissible Tool of Discovery

United States v. Durable, Inc.

11 OCAHO 1221 2014

Court Cannot Compel Interrogatory Response If Request Itself is Unclear

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Discovery Obligations

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Generally

Jorge Pugliese v. Auto-Grafica Corporation

5 OCAHO 820 1995

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

INTERROGATORIES

If Party Is A Company or Government Agency, Any Authorized Officer or Agent May Respond

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Individual Capacity

Mr. Doron Tal v. M. L. Energia, Inc.

4 OCAHO 639 1994

Interrogatories Must Be Signed by the Person Answering the Interrogatories

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

TOPICAL INDEX

04/30/2024

OCAHO's Rules Do Not Permit a Party to Propound Interrogatories Upon a Non-Party

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395 2021

INTERROGATORIES

Responding Party May Produce Business Records in Lieu of Written Response to Interrogatories

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Response

Jose Proto Alcaraz v. General Motors Corporation

7 OCAHO 962 1997

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Subpoenas Cannot Compel Responses to Interrogatories

TOPICAL INDEX

04/30/2024

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395 2021

INTERROGATORIES

Sufficiency of Response

Iron Workers Local 455 v. Lake Construction & Development Corporation

7 OCAHO 964 1997

6 OCAHO 911 1997

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

INTERVENTION

Generally

Hernandez v. Farley Candy Company

5 OCAHO 765 1995

5 OCAHO 810 1995

Joan A. Lardy v. United Airlines, Inc.

6 OCAHO 843 1996

JUDGMENT(S)

Abandonment

TOPICAL INDEX

04/30/2024

<i>United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc.</i>	4	OCAHO 656	1994
<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO 1404	2021
<i>United States v. Milwhite, Inc.</i>	17	OCAHO 1469a	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO 1448b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457c	2023
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO 1444b	2022

JUDGMENT(S)

Default

<i>D'Amico v. Erie Community College</i>	7	OCAHO 927	1997
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO 852	1996
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO 684	1994
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO 818	1995
<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428c	2022
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Hotel Valet, Inc. d/b/a New York Valet</i>	6	OCAHO 849	1996
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
<i>United States v. Moses Sportswear, Inc.</i>	6	OCAHO 841	1996
<i>United States v. Rodeo Night Club</i>	5	OCAHO 812	1995
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO 749	1995
<i>United States v. U.S. Style, Inc.</i>	6	OCAHO 827	1995
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO 634	1994

JUDGMENT(S)

Dismissal

<i>United States v. Louie's Wine Dive, LLC</i>	15	OCAHO 1404	2021
<i>United States v. Milwhite, Inc.</i>	17	OCAHO 1469a	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO 1448b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457c	2023
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO 1444b	2022

TOPICAL INDEX

04/30/2024

Document Fraud

<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021

JUDGMENT(S)

Generally

<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	1993
	3	OCAHO	528	1993
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	1993
<i>Florinda Kattan v. Union League Club of Chicago</i>	4	OCAHO	599	1994
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	1993
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	1993
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	1993
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	1993
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	1993
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	1993

TOPICAL INDEX

04/30/2024

<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	1993
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. Chums Corporation</i>	6	OCAHO	842	1996
	6	OCAHO	842	1996
<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO	417	1992
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	1993
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	1996
<i>United States v. General Dynamics</i>	3	OCAHO	517	1993
<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO	839	1996
	6	OCAHO	839	1996
<i>United States v. Harran Transportation Company, Inc.</i>	6	OCAHO	857	1996
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	861	1996
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	1993
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	1993
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	616	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO 615	1994
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993

JUDGMENT(S)

Hearsay Evidence

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
--	---	-----------	------

Liability

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
---	----	------------	------

National Origin Claim(s)

TOPICAL INDEX

04/30/2024

<i>Boris Gerardo Salazar-Castro v. Cincinnati Public Schools</i>	3	OCAHO 406	1992
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 535	1993
<i>Corneliu Curuta v. United States Water Conservation Laboratory</i>	3	OCAHO 459	1992
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO 419	1992
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 528	1993
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 501	1993
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO 480	1992
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO 590	1993
	3	OCAHO 539	1993
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO 530	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 469	1992
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO 524	1993
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO 430	1992
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO 490	1993

TOPICAL INDEX

04/30/2024

<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 466	1992
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO 542	1993
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO 582	1993
<i>Sellaro v. Elektra Records</i>	3	OCAHO 495	1993

JUDGMENT(S)

Retaliation

<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO 1124	2007
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO 837	1996

Summary Decision

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009

TOPICAL INDEX

04/30/2024

<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO 1112	2004
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 739	1995
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO 742	1995
	4	OCAHO 718	1994
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO 1319	2019
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO 851	1996
<i>United States v. Kumar</i>	6	OCAHO 833	1996
	6	OCAHO 833	1996
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO 712	1994
<i>United States v. Lambok Sihombing</i>	7	OCAHO 944	1997

TOPICAL INDEX

04/30/2024

<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 863	1996
	6	OCAHO 905	1996
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Maverick Construction LLC</i>	15	OCAHO 1405	2021
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995
<i>United States v. Visiontron Corp.</i>	13	OCAHO 1348	2020
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020

JUDICIAL ESTOPPEL

Generally

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
---	---	------------	------

JUDICIAL REVIEW

Appeal of Order Dismissing Complaint Construed as Motion for Reconsideration

TOPICAL INDEX

04/30/2024

Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

JUDICIAL REVIEW

Generally

Jimmy Jack Jackai v. Dallas County Data Services 3 OCAHO 569 1993

United States v. Oscar Eduardo Villatoro-Guzman 4 OCAHO 652 1994

OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review

United States v. Frimmel Management, LLC 12 OCAHO 1271 2017

United States v. Frimmel Management, LLC d/b/a Uncle Sam's 13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

United States v. Frimmel Management, LLS 12 OCAHO 1271 2016

TOPICAL INDEX

04/30/2024

JUDICIAL REVIEW

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

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental

14 OCAHO 1382 2020

JURISDICTION

ALJ Has Jurisdiction Over Alleged Discrimination That Occurred Within PERM Process

United States v. Facebook, Inc.

14 OCAHO 1386b 2021

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417d 2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423c 2023

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396b 2022

Calculating When Jurisdiction Attaches Over an Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

TOPICAL INDEX

04/30/2024

JURISDICTION

Citizenship Claim(s)

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 593	1994
<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO 547	1993
	3	OCAHO 535	1993
	3	OCAHO 549	1993
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO 568	1993
<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO 419	1992
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Errol Williams v. Lucas & Associates</i>	1	OCAHO 254	1990
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 545	1993
<i>Fordjour v. General Dynamics</i>	1	OCAHO 286	1991
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO 539	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 469	1992
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO 144	1990

TOPICAL INDEX

04/30/2024

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	1993
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	638	1994
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	1994
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	1995
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO	542	1993
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO	289	1991
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	1997
	7	OCAHO	925	1997
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	628	1994
	4	OCAHO	619	1994
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	1993
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	1994
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO	457	1992
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373	2020
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	1997
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO	838	1996

TOPICAL INDEX

04/30/2024

<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
<i>United States v. Auburn University</i>	3	OCAHO 564	1993
<i>United States v. General Dynamics</i>	3	OCAHO 517	1993

JURISDICTION

Citizenship Status

<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
	7	OCAHO 947	1997
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1083	2002
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO 1036	1999
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO 916	1997

Citizenship Status Claim(s)

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023

JURISDICTION

Citizenship Status Discrimination

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

Citizenship Status Jurisdiction

<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

JURISDICTION

Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432c	2023
---	----	-------------	------

Claims of Visa Fraud or Document Fraud Must Be Brought by the Government

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO 1350	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

Complainant Given Notice and Opportunity to Present Evidence Supporting Jurisdiction

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438b	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

JURISDICTION

Complainant Must Establish Existence of Subject Matter Jurisdiction By Preponderance of Evidence

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO 1284	2016
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016

Complaint Must Contain Clear and Concise Statement of Facts for Jurisdiction

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396a	2022

Court Has Duty to Determine If It Has Subject Matter Jurisdiction

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510b	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432b 2022

JURISDICTION

Discharge of An Order to Show Cause on Jurisdiction

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act

Prakash Sinha v. Infosys Limited

14 OCAHO 1373 2020

Discrimination Claims Against Employment Agencies

Robert Heath v. Asta CRS, Inc.

14 OCAHO 1385 2021

Document Abuse

TOPICAL INDEX

04/30/2024

<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 888	1996
<i>United States v. Guardsmark</i>	3	OCAHO 572	1993
<i>United States v. Robison Fruit Ranch, Inc.</i>	6	OCAHO 855	1996
	4	OCAHO 594	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 636	1994

JURISDICTION

Double Jeopardy

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Pedro Dominguez</i>	6	OCAHO 876	1996
	6	OCAHO 876	1996

JURISDICTION

Eleventh Amendment

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO 1304	2017
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473b	2024
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO 1022	1999
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO 1057	2000
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO 1352	2020
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO 915	1997
	6	OCAHO 915	1997
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO 1054	2000

TOPICAL INDEX

04/30/2024

Employer Sanctions

Private Right of Action

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 2003

JURISDICTION

Enforcement

Olimpia Tovar v. United States Postal Service

4 OCAHO 650 1994

Evidence Must Be Both Reliable and Probative to Be Considered

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Exclusive

Citizenship Status

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1083 2002

TOPICAL INDEX

04/30/2024

Factual Attack of OCAHO's Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

JURISDICTION

Factual Attack on OCAHO's Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Failure to Plead Jurisdiction May Lead to Dismissal of Complaint

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

16 OCAHO 1423c 2023

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

TOPICAL INDEX

04/30/2024

Failure to Respond to Order to Show Cause Regarding Jurisdiction

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

JURISDICTION

Federal Rules & Circuit Court Case Law Serve as Guidance on Subject Matter Jurisdiction Issues

Jayaben Patel v. USCIS Boston

14 OCAHO 1353a 2020

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

Filing A Timely IER Charge Is A Condition Precedent to Filing a 1324b Complaint With OCAHO

Prakash Sinha v. Infosys Limited

14 OCAHO 1373 2020

Zaji Obatala Zajradhara v. GIG Partners, Inc.

14 OCAHO 1363c 2021

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

JURISDICTION

Generally

Drahomira Adame v. Dunkin Donuts 4 OCAHO 691 1994

Earl Russel Horne v. Town of Hampstead 6 OCAHO 906 1997

Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche 1 OCAHO 222 1990

Esther Din Brooks v. KNK Textile 3 OCAHO 545 1993

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

In re Investigation of Carolina Employers Association, Subpoena 3 OCAHO 455 1992

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 259 1990

1 OCAHO 214 1990

Jairo Diaz v. Canteen Corporation 2 OCAHO 332 1991

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1083 2002

Jorge Mario Ipina v. Michigan Department of Labor 2 OCAHO 386 1991

Joyce J. Austin v. Jitney-Jungle Stores of America, Inc. 6 OCAHO 923 1997

TOPICAL INDEX

04/30/2024

<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Leandro Miraon Aguinaldo v. McDonnell Douglas Corporation</i>	4	OCAHO 707	1994
<i>Maria Gordillo v. Illinois Department of Employment Security</i>	3	OCAHO 542	1993
<i>Mester Manufacturing Company v. United States</i>	1	OCAHO 44	1989
	1	OCAHO 44	1989
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 619	1994
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 705	1994
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO 929	1997
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO 850	1996
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO 867	1996
<i>United States v. A & A Maintenance Enterprise, Inc.</i>	6	OCAHO 852	1996
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	3	OCAHO 467	1992
<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO 417	1992
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO 682	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	1993
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	1	OCAHO	216	1990
<i>United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts</i>	1	OCAHO	54	1989
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	1991
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO	725	1995
<i>United States v. Law Offices of Manulkin, Glaser & Bennett</i>	1	OCAHO	100	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	1991
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989
<i>United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	184	1990
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO	184	1990
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO	806	1995
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	308	1991
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO	823	1995
	6	OCAHO	823	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO 201	1990
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO 325	1991
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 112	1989
<i>United States v. Townsend Culinary, Inc.</i>	8	OCAHO 1032	1999
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO 793	1995

JURISDICTION

In Evaluating Subject Matter Jurisdiction, ALJ Is Not Limited to Allegations in the Complaint

<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO 1358	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438b	2022

In Section 1324b Cases, Number of Employees Employed by Respondent Is Jurisdictional Fact

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396a	2022

TOPICAL INDEX

04/30/2024

JURISDICTION

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO 1376	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
	16	OCAHO 1432b	2022

Issue of Subject Matter Jurisdiction May Be Raised Sua Sponte by the Court

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510b	2024
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

JURISDICTION

Issue of Subject Matter Jurisdiction My Be Raised Sua Sponte by the Court

Prakash Sinha v. Infosys Limited 14 OCAHO 1373 2020

Robert Heath v. F18 Consulting and an Anonymous Employer 14 OCAHO 1365 2020

Robert Heath v. VBeyond Corporation and an Anonymous Employer 14 OCAHO 1368 2020

Jurisdiction

Alexander T. Mikhailine v. WebSci Technologies, Inc. 8 OCAHO 1033 1999

Programmer's Guild, Inc. v. Value Consulting, Inc. 10 OCAHO 1135 2010

Jurisdiction in Section 1324b Cases Is Limited to Discriminatory Failure to Hire and Discharge

TOPICAL INDEX

04/30/2024

Steven Brown, et al. v. Pilgrims Pride Corporation

14 OCAHO 1379 2020

JURISDICTION

Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

Jurisdictionally Deficient Complaint

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

16 OCAHO 1432c 2023

Limitation(s)

Benjamin A. K. Yohan v. Central State Hospital

4 OCAHO 593 1994

Cecilia Araceli Basua v. Walmart #1554

3 OCAHO 547 1993

3 OCAHO 535 1993

TOPICAL INDEX

04/30/2024

<i>Drahamira Adame v. Dunkin Donuts</i>	4	OCAHO 691	1994
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO 203	1990
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO 192	1990
<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO 375	1991
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO 152	1990
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989

JURISDICTION

Limitations on OCAHO's Jurisdiction Under 8 U.S.C. Section 1324b

<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO 1369	2020
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400c	2022
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411	2022

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

JURISDICTION

Memorandum of Understanding (MOU)

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024

TOPICAL INDEX

04/30/2024

<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 907	1997
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996

JURISDICTION

Motion to Dismiss for Lack of Jurisdiction

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023
	16	OCAHO 1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417d	2023

Motions Related to Jurisdictional Issues Must Be Considered Before Motions Related to the Merits

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473b	2024
--	----	-------------	------

National Origin

TOPICAL INDEX

04/30/2024

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510b	2024
<i>Costigan v. NYNEX</i>	6	OCAHO	918	1997
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO	943	1997
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	1997
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	1995
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	1997
	7	OCAHO	925	1997
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO	932	1997
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO	929	1997
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	1997
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432d	2023

JURISDICTION

National Origin Claim(s)

<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	1990
<i>Bassey J. Udofot v. General Electric Company, Astro-Space Division</i>	1	OCAHO	205	1990

TOPICAL INDEX

04/30/2024

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 593	1994
<i>Ching Hua Huang v. United States Postal Service</i>	2	OCAHO 313	1991
<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO 392	1991
	2	OCAHO 374	1991
<i>Drahamira Adame v. Dunkin Donuts</i>	4	OCAHO 691	1994
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Errol Williams v. Lucas & Associates</i>	1	OCAHO 254	1990
<i>Errol Williams v. Touche Ross & Company d/b/a Deloitte & Touche</i>	1	OCAHO 222	1990
<i>Fordjour v. General Dynamics</i>	1	OCAHO 286	1991
<i>George Suchta v. United States Postal Service</i>	2	OCAHO 327	1991
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO 223	1990
<i>Henry O. Akinwande v. Mr. Rick Weyel, Erol's, Inc.</i>	1	OCAHO 144	1990
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO 192	1990
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jairo Diaz v. Canteen Corporation</i>	2	OCAHO 332	1991
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO 648	1994

TOPICAL INDEX

04/30/2024

<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 386	1991
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO 663	1994
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO 1376	2020
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO 289	1991
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO 767	1995
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO 174	1990
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 628	1994
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 705	1994
	4	OCAHO 639	1994
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
	14	OCAHO 1373	2020
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 907	1997
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
	6	OCAHO 838	1996

TOPICAL INDEX

04/30/2024

<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO 375	1991
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO 916	1997
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
	16	OCAHO 1432c	2023
	16	OCAHO 1432d	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438b	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423c	2023

JURISDICTION

National Origin Discrimination

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423d	2023

TOPICAL INDEX

04/30/2024

JURISDICTION

National Origin Jurisdiction

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510b	2024
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	2002
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	1995
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	2002
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO	947	1997
	7	OCAHO	947	1997
<i>Jose Pablo Martinez v. Superior Linen</i>	10	OCAHO	1180	2013
<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO	1358	2020
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO	1376	2020
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
	13	OCAHO	1345a	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

JURISDICTION

No Jurisdictional Exception for Department of Labor or PERM Process

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
--	----	-------	-------	------

No Private Right of Action to Bring a Document Fraud Claim Under Section 1324c

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
--	----	-------	------	------

OCAHO ALJ Has Authority to Determine Whether OCAHO Retains Subject Matter Jurisdiction

TOPICAL INDEX

04/30/2024

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO 1284	2016
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
	14	OCAHO 1353a	2020
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
	14	OCAHO 1368a	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO 1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423a	2022

JURISDICTION

OCAHO Has Jurisdiction Over Visa Fraud Claims, But Such Claims Must be Brought by the Government

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO 1350	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

JURISDICTION

OCAHO Has No Jurisdiction Over National Origin Claims Against Employers With 15 or More Employees

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

OCAHO Has No Jurisdiction Over Professional Misconduct In Other Forums

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432b 2022

OCAHO Has No Jurisdiction Over Section 1324b Claims Against Employers With Three or Fewer Employees

Prakash Sinha v. Infosys Limited

14 OCAHO 1373 2020

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023

JURISDICTION

OCAHO Is A Forum of Limited Jurisdiction & Has Only the Jurisdiction Which Congress Prescribes

<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353	2020
	14	OCAHO	1353a	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373	2020
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

JURISDICTION

OCAHO Lacks Jurisdiction Over Claims Arising Under 18 U.S.C. Section 1001

<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022

OCAHO Lacks Jurisdiction Over Claims Arising Under 8 U.S.C. § 1188

<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	2019
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

OCAHO Lacks Jurisdiction Over Naturalization Process and Naturalization Applications

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400c 2022

JURISDICTION

OCAHO May Hear A Charge Filed with Both OCAHO and the EEOC if the EEOC Lacks Jurisdiction

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

OCAHO May Lack Jurisdiction Over National Origin Claim if it Overlaps With an EEOC Charge

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

Li Zu v. Avalon Valley Rehabilitation Center

14 OCAHO 1376 2020

Robert Heath v. Ancile, Inc.

15 OCAHO 1411 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

TOPICAL INDEX

04/30/2024

Office of Special Counsel Investigation(s)

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO 1049	2000
<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO 1246	2015

JURISDICTION

Order Allowing for Limited Jurisdictional Discovery

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438b	2022
--	----	-------------	------

Original

Citizenship Status

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1083	2002
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Party Invoking Jurisdiction Bears the Burden to Establish That The Court Has Jurisdiction

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510b	2024
---	----	-------------	------

TOPICAL INDEX

04/30/2024

<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353a	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373	2020
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023
	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

TOPICAL INDEX

04/30/2024

JURISDICTION

Persons Protected

<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO 880	1996

Processes Run by Federal, State, or Local Departments of Labor are Outside OCAHO's Jurisdiction

<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023
---	----	-------------	------

Retaliation

<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO 764	1995
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO 722	1995
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994

TOPICAL INDEX

04/30/2024

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	626	1994
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO	675	1994
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	624	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995

JURISDICTION

Section 1324b Exceptions Are Jurisdictional

<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
--	----	-------	-------	------

Sovereign

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	1996
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	2000
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	915	1997
	6	OCAHO	915	1997

TOPICAL INDEX

04/30/2024

<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO 869	1996
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO 881	1996
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO 814	1995
<i>United States v. Auburn University</i>	4	OCAHO 688	1994

JURISDICTION

Statute Does Not Authorize Private Individuals to File Complaints Alleging Section 1324a Violations

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370	2020
--	----	------------	------

Subject Matter Jurisdiction

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510b	2024
<i>Cormia v. Home Care Giver Services</i>	10	OCAHO 1160	2012
<i>D'Amico v. Erie Community College</i>	7	OCAHO 948	1997
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO 1284	2016

TOPICAL INDEX

04/30/2024

<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO 1313	2018
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO 960	1997
<i>Jarvis v. AK Steel</i>	7	OCAHO 930	1997
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353a	2020
<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO 1358	2020
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO 1057	2000
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO 1352	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
	14	OCAHO 1373	2020
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411	2022
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
	14	OCAHO 1368a	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022

TOPICAL INDEX

04/30/2024

<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO 929	1997
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO 1379	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386b	2021
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO 1054	2000
	8	OCAHO 1042	2000
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO 1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020
	14	OCAHO 1382	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023
	16	OCAHO 1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423d	2023
	16	OCAHO 1423	2022
	16	OCAHO 1423c	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423a	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022
	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

JURISDICTION

Subpoena

<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	1995
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	2004
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO	754	1995

Subsequent to Final Order

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	2003
---	---	-------	------	------

TOPICAL INDEX

04/30/2024

Tax Protester

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO 960	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

JURISDICTION

TOPICAL INDEX

04/30/2024

Temporary Protected Status (TPS)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002

JURISDICTION

The Issue of Subject Matter Jurisdiction May Be Raised at Any Time

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO 1284	2016
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
	14	OCAHO 1353a	2020
<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO 1358	2020
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO 1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO 1279	2016

TOPICAL INDEX

04/30/2024

JURISDICTION

Time Computation(s)

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO 1115	2005
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
	4	OCAHO 602	1994
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023

Time Limitation(s)

<i>Alexander T. Mikhailine v. WebSci Technologies, Inc.</i>	8	OCAHO 1033	1999
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO 716	1994
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO 648	1994
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO 809	1995
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO 726	1995

TOPICAL INDEX

04/30/2024

<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 907	1997
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 838	1996
	6	OCAHO 838	1996
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

JURISDICTION

Under Section 1324b, Complainant Must Allege An Unfair Immigration-Related Employment Practice

<i>Aurelio Galindo v. Smithfield Foods & Yuma County</i>	14	OCAHO 1369	2020
--	----	------------	------

USCIS Has Sole Jurisdiction Over Naturalization Applications

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400c	2022
--	----	-------------	------

Virtue Memorandum Not Entitled to Chevron Deference

TOPICAL INDEX

04/30/2024

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

KNOWING USE

Generally

United States v. Hardeep Singh 3 OCAHO 520 1993

United States v. Leonor Yolanda Ortiz 6 OCAHO 905 1996

United States v. Maria Sourovova 8 OCAHO 1020 1998

United States v. Marisol Chavez-Ramirez 5 OCAHO 774 1995

KNOWINGLY CONTINUE TO EMPLOY

Generally

United States v. Aid Maintenance Company, Inc. 8 OCAHO 1023 1999

United States v. Jonel, Inc. 8 OCAHO 1008 1998

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 1997

Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

TOPICAL INDEX

04/30/2024

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

KNOWINGLY HIRE

Admission(s)

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Valencia Bar & Liquors, Inc. 7 OCAHO 995 1998

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

Civil Money Penalty

United States v. Morgan's Mexican & Lebanese Foods, Inc. 8 OCAHO 1013 1998

Defense(s)

TOPICAL INDEX

04/30/2024

<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003

KNOWINGLY HIRE

Employment Eligibility

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
--	---	-----------	------

Generally

<i>United States v. Aid Maintenance Company, Inc.</i>	8	OCAHO 1023	1999
<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO 462	1992
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO 565	1993
<i>United States v. Christie Automotive Products</i>	2	OCAHO 361	1991
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Giambli Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. Irma Hernandez</i>	8	OCAHO 1043	2000
<i>United States v. Jonel, Inc.</i>	8	OCAHO 1008	1998
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 396	1991
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 337	1991
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Saeed Rahimzadeh Corporation</i>	3	OCAHO 551	1993
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO 853	1996
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO 370	1991
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003

KNOWINGLY HIRE

TOPICAL INDEX

04/30/2024

Good Faith Defense

<i>United States v. Valencia Bar & Liquors, Inc.</i>	7	OCAHO 995	1998
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003

KNOWLEDGE

Constructive Knowledge

<i>United States v. Aid Maintenance Company, Inc.</i>	7	OCAHO 951	1997
<i>United States v. American McNair, Inc.</i>	1	OCAHO 285	1991
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 828	1995
	6	OCAHO 828	1995
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO 200	1990
<i>United States v. C&D Plastics, Inc.</i>	1	OCAHO 240	1990
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO 307	1991
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 123	1990
<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO 1240	2015
<i>United States v. Jonel, Inc.</i>	8	OCAHO 1008	1998

TOPICAL INDEX

04/30/2024

<i>United States v. Jonel, Inc.</i>	7	OCAHO 967	1997
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988
<i>United States v. New El Rey Sausage Company</i>	1	OCAHO 66	1989
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO 427	1992
	2	OCAHO 377	1991
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 337	1991
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. USA Caf�</i>	1	OCAHO 42	1989

KNOWLEDGE

Degree of Culpability for Constructive Knowledge Requires More Than Mere Negligence

<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO 1266	2016
--	----	------------	------

TOPICAL INDEX

04/30/2024

KNOWLEDGE

Document Fraud

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

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

TOPICAL INDEX

04/30/2024

<i>United States v. Chicken By Chickadee Farms, Inc.</i>	3	OCAHO 423	1992
<i>United States v. Christie Automotive Products</i>	2	OCAHO 361	1991
<i>United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias</i>	2	OCAHO 330	1991
	2	OCAHO 330	1991
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO 770	1995
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 889	1996
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO 288	1991
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 337	1991
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992
<i>United States v. The Body Shop</i>	1	OCAHO 149	1990
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 198	1990

KNOWLEDGE

Imputed Knowledge

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 377	1991
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989

KNOWLEDGE

Imputed Knowledge Based on Joint Employer Theory

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

Knowing Hire

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
---	---	------------	------

Knowledge Can Be Established Through Circumstantial Evidence

<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380	2020
---	----	------------	------

TOPICAL INDEX

04/30/2024

KNOWLEDGE

Summary Decision

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO 993	1998
<i>United States v. Haim Co., Inc.</i>	7	OCAHO 988	1998

LABOR CERTIFICATION

U.S. Worker Cannot Be Rejected Based on Criteria Not Listed in Job Order

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO 1252	2015
---	----	------------	------

U.S. Worker Must Be Considered Qualified If Minimum Requirements of Job Order Are Met

<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO 1256	2015
	11	OCAHO 1252	2015

TOPICAL INDEX

04/30/2024

LEGISLATIVE HISTORY

Disparate Treatment

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 638 1994

Document Abuse

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

Generally

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

United States v. Guardsmark 3 OCAHO 572 1993

United States v. Monica Zapata-Cosio 5 OCAHO 822 1995

United States v. Mourad Abu Remileh 5 OCAHO 724 1995

5 OCAHO 724 1995

TOPICAL INDEX

04/30/2024

United States v. Robison Fruit Ranch, Inc.

4 OCAHO 594 1994

LEGISLATIVE INTENT

Courts Can Look to the Location of Information Within a Statute to Determine Legislative Intent

United States v. Facebook, Inc.

14 OCAHO 1386b 2021

Limitations on OCAHO's Jurisdiction Under 8 U.S.C. Section 1324b

United States v. Facebook, Inc.

14 OCAHO 1386b 2021

LIABILITY

Absent Extension of Time, Employer Cannot Avoid Liability by Submitting I-9s Later in Process

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

Bifurcation of the Issues of Liability and Penalty

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022

LIABILITY

Citizenship Status Discrimination

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1100	2003
<i>United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms</i>	11	OCAHO	1252	2015

Citizenship Status Jurisdiction

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
--	----	-------	-------	------

Continuing Violation(s)

<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO	975	1997
--	---	-------	-----	------

TOPICAL INDEX

04/30/2024

United States v. Robison Fruit Ranch, Inc. 6 OCAHO 855 1996

United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park 7 OCAHO 940 1997

LIABILITY

Co-Owners of an Enterprise are Jointly and Severally Liable

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 2014

Corporate Veil

Mr. Doron Tal v. M. L. Energia, Inc. 4 OCAHO 639 1994

Corporation(s)

Mr. Doron Tal v. M. L. Energia, Inc. 4 OCAHO 639 1994

Programmer's Guild, Inc. v. Value Consulting, Inc. 10 OCAHO 1135 2010

United States v. Burns and Intra-Continental Enterprises 5 OCAHO 759 1995

TOPICAL INDEX

04/30/2024

United States v. Continental Sports Corporation 5 OCAHO 780 1995

United States v. Exim, Inc. and Jaime Monardes, Individually 4 OCAHO 604 1994

LIABILITY

Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

Employers Are Routinely Held Liable for Acts of the Authorized Agents

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 2015

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 2015

Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days

United States v. A&J Kyoto Japanese Restaurant, Inc. 10 OCAHO 1186 2013

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

TOPICAL INDEX

04/30/2024

LIABILITY

Failure to Produce I-9 Form for Individual Whose Name is Not Listed on Employer's Records

United States v. A&J Kyoto Japanese Restaurant, Inc. 10 OCAHO 1186 2013

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1100 2003

United States v. Cristina Galeas 5 OCAHO 790 1995

United States v. Maria Teresa De Jesus Morales-Martinez 5 OCAHO 727 1995

5 OCAHO 727 1995

United States v. Monica Zapata-Cosio 5 OCAHO 822 1995

United States v. Taco Plus, Inc. d/b/a Taco Loco 5 OCAHO 775 1995

Individual Capacity

TOPICAL INDEX

04/30/2024

Mr. Doron Tal v. M. L. Energia, Inc.

4 OCAHO 639 1994

LIABILITY

Liability Based on the Admissions in Respondents' Pleadings

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332g 2020

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission

15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg

15 OCAHO 1409 2021

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

United States v. Maverick Construction LLC

15 OCAHO 1405 2021

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

No Liability for Employees Not Named in Notice of Intent to Fine or Complaint

TOPICAL INDEX

04/30/2024

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga 12 OCAHO 1286 2016

LIABILITY

Order Entering Default Judgment on Liability

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

Paperwork Requirement(s)/Violation(s)

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 1994

United States v. David Jenkins 5 OCAHO 743 1995

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. New China Buffet Restaurant 10 OCAHO 1133 2010

United States v. Onion River Sports, Inc. 4 OCAHO 673 1994

United States v. R&M Fashion, Inc. 6 OCAHO 826 1995

TOPICAL INDEX

04/30/2024

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii 6 OCAHO 848 1996

LIABILITY

Personal

United States v. Blueberry Hill Family Restaurant, Inc. 4 OCAHO 704 1994

United States v. Burns and Intra-Continental Enterprises 5 OCAHO 759 1995

United States v. Continental Sports Corporation 5 OCAHO 780 1995

United States v. Exim, Inc. and Jaime Monardes, Individually 4 OCAHO 604 1994

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. 3 OCAHO 583 1993

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

14 OCAHO 1349 2020

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

TOPICAL INDEX

04/30/2024

United States v. Leticia Velarde 14 OCAHO 1384 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380a 2021

LIABILITY

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c(a)(2)

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

Requirements for Demonstrating Liability Under 8 U.S.C. Section 1324c(a)(5)

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

Substantial Compliance

United States v. Mark Steven Carter d/b/a Dixie industrial Service Company 6 OCAHO 865 1996

TOPICAL INDEX

04/30/2024

Successorship Liability

<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO 1291	2016
<i>United States v. Spring & Soon Fashion, Inc.</i>	7	OCAHO 982	1997
	8	OCAHO 1003	1998

LIABILITY

Summary Decision

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO 1274	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO 1319	2019
<i>United States v. International Packaging, Inc.</i>	12	OCAHO 1275	2016
	12	OCAHO 1275	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	1996
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	2010

MEET AND CONFER

Failure to Meet and Confer Warrants Denial of Motion

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400b	2022
	15	OCAHO	1400b	2022

Meet and Confer Does Not Need To Be Unduly Extensive or Occur Through a Particular Medium

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400b	2022
--	----	-------	-------	------

Meet and Confer Requirement

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400b	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375g 2022

MEET AND CONFER

Minimum Requirements for Meet and Confer

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400b 2022

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375g 2022

Order Requiring Parties to Submit Status Report Describing Attempts to Meet and Confer

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413b 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421a 2022

Robert Paul Heath v. Tringapps

15 OCAHO 1410c 2022

TOPICAL INDEX

04/30/2024

**MEMORANDUM OF UNDERSTANDING
(MOU)**

Equal Employment Opportunity Commission

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 907	1997
<i>United States v. Auburn University</i>	4	OCAHO 617	1994

Office of Special Counsel/Immigrant and Employee Rights Section

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	6	OCAHO 907	1997
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996

MIRANDA-TYPE WARNINGS

TOPICAL INDEX

04/30/2024

Generally

United States v. Cristina Galeas 5 OCAHO 790 1995

MITIGATION

ALJ is Not Required to Specify Exactly How Much Overall Penalty Was Reduced for Each Factor

United States v. The Red Coach Restaurant, Inc. 10 OCAHO 1200 2013

Back Pay

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 1997

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

United States v. Acosta, Inc. d/b/a McDonald's 7 OCAHO 961 1997

United States v. Sargetis d/b/a Castile Valley Sales, Inc., a Utah Corporation 3 OCAHO 407 1992

Civil Money Penalty

TOPICAL INDEX

04/30/2024

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO 933	1997
	7	OCAHO 933	1997
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
<i>United States v. Giambli Enterprises</i>	6	OCAHO 834	1996
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO 627	1994
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO 756	1995
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995
<i>United States v. Mourad Abu Remileh</i>	6	OCAHO 825	1995
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO 958	1997
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO 730	1995

MITIGATION

Duty to Mitigate Damages Under Section 1324b

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332e	2020
--	----	-------------	------

Education

<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
--	---	-----------	------

Employment Authorization

TOPICAL INDEX

04/30/2024

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 1994

MITIGATION

Entitlement

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 1997

Jesse Charles Jones v. DeWitt Nursing Home 1 OCAHO 189 1990

United States v. Educational Employment Enterprise 1 OCAHO 283 1991

United States v. Louis Padnos Iron & Metal Co., a Corporation 3 OCAHO 414 1992

United States v. Mesa Airlines 1 OCAHO 74 1989

1 OCAHO 74 1989

United States v. Monfort, Inc. 4 OCAHO 597 1994

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 1994

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

United States v. Romans Racing Stables, Inc. 11 OCAHO 1232 2014

TOPICAL INDEX

04/30/2024

MITIGATION

Form I-9

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO 737	1995
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994

Generally

<i>United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing</i>	3	OCAHO 494	1993
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO 462	1992
<i>United States v. Business Teleconsultants, Ltd.</i>	3	OCAHO 565	1993
<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO 714	1994
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 575	1993
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO	525	1993
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO	592	1994
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	1993
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	1996
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	1993
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	1993
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	1993
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO	819	1995
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	1992
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	1993
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO	652	1994
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	1995
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO	509	1993
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	1994
<i>United States v. The Beverly Center</i>	5	OCAHO	762	1995
<i>United States v. Wood 'N Stuff</i>	3	OCAHO	574	1993

TOPICAL INDEX

04/30/2024

MITIGATION

Good Faith Defense

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO 758	1995
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	5	OCAHO 752	1995
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	4	OCAHO 717	1994
	4	OCAHO 717	1995
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO 933	1997
	7	OCAHO 933	1997
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO 868	1996
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO 801	1995
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO 692	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO	738	1995
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	1996
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO	775	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO	625	1994
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO	853	1996
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO	730	1995
<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	8	OCAHO	1041	1999

MITIGATION

Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	1994
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	2013

Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith

TOPICAL INDEX

04/30/2024

United States v. Keegan Varitey, LLC 11 OCAHO 1238 2014

MITIGATION

Illegal Alien(s)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5 OCAHO 803 1995

United States v. Giambli 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 215 1990

1 OCAHO 196 1990

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 148 1990

Joan A. Lardy v. United Airlines, Inc. 3 OCAHO 450 1992

TOPICAL INDEX

04/30/2024

MITIGATION

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

TOPICAL INDEX

04/30/2024

MITIGATION

Monetary Damages

<i>Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO 304	1991
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Juan Coraizaca v. Yesterday's Restaurant</i>	2	OCAHO 340	1991
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO 291	1991
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO 291	1991
<i>Thereza A. Freeman v. Mexico Studio Owners</i>	1	OCAHO 291	1991
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO 538	1993
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO 283	1991
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO 283	1991
<i>United States v. Educational Employment Enterprise</i>	1	OCAHO 283	1991
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 141	1990
	1	OCAHO 106	1989

TOPICAL INDEX

04/30/2024

<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO	141	1990
	1	OCAHO	106	1989
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO	414	1992
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
	1	OCAHO	169	1990
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO	143	1990
	1	OCAHO	169	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	486	1993
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	1994

TOPICAL INDEX

04/30/2024

United States v. Sargetis d/b/a Castile Valley Sales, Inc., a Utah Corporation 3 OCAHO 407 1992

United States v. Southwest Marine Corporation, a California Corporation 3 OCAHO 429 1992

MITIGATION

Previous Violation(s)

Reduction

United States v. Draper-King Cole, Inc. 7 OCAHO 933 1997

7 OCAHO 933 1997

Reinstatement

Jesse Charles Jones v. DeWitt Nursing Home 1 OCAHO 189 1990

Thereza A. Freeman v. Mexico Studio Owners 1 OCAHO 291 1991

United States v. Marcel Watch Corporation 1 OCAHO 143 1990

United States v. Mesa Airlines 1 OCAHO 74 1989

1 OCAHO 74 1989

United States v. Sargetis d/b/a Castile Valley Sales, Inc., a Utah Corporation 3 OCAHO 407 1992

TOPICAL INDEX

04/30/2024

Zelleka Getahun v. Dupont Merck Pharmaceutical Company 8 OCAHO 1041 1999

MITIGATION

Seriousness of Violation(s)

Reduction

United States v. Draper-King Cole, Inc. 7 OCAHO 933 1997

7 OCAHO 933 1997

Size of Business

United States v. Draper-King Cole, Inc. 7 OCAHO 933 1997

7 OCAHO 933 1997

United States v. Enrique Reyes d/b/a King's Produce 4 OCAHO 592 1994

United States v. Four Star Knitting, Inc. 6 OCAHO 868 1996

United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo 10 OCAHO 1170 2013

United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge 4 OCAHO 692 1994

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii 6 OCAHO 848 1996

TOPICAL INDEX

04/30/2024

<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO 775	1995
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO 853	1996
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO 730	1995

MODIFICATION

Generally

<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	5	OCAHO 752	1995
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO 554	1993
	3	OCAHO 554	1993
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO 697	1994
<i>United States v. Javier Morales-Vargas a/k/a Daniel Avasolos-Velasquez</i>	5	OCAHO 732	1995
	5	OCAHO 732	1995
<i>United States v. Landscapes By Susanna</i>	3	OCAHO 556	1993
	3	OCAHO 556	1993
<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Maria Teresa De Jesus Morales-Martinez</i>	5	OCAHO 727	1995
<i>United States v. Mohammed Noorealam</i>	5	OCAHO 797	1995
	5	OCAHO 797	1995
<i>United States v. Mourad Abu Remileh</i>	5	OCAHO 724	1995
	5	OCAHO 724	1995
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993
	3	OCAHO 559	1993

MODIFICATION

Modification by the Chief Administrative Hearing Officer

<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO 1322	2020
---	----	------------	------

Summary Decision

<i>United States v. Cristina Galeas</i>	5	OCAHO 790	1995
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995

TOPICAL INDEX

04/30/2024

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

MOTION TO DISMISS

Denial of Motion to Dismiss

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Factual Attack of OCAHO's Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

TOPICAL INDEX

04/30/2024

MOTION TO DISMISS

Factual Attack on OCAHO's Subject Matter Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Filing Motion to Dismiss Does Not Affect Time Period for Filing an Answer

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC 18 OCAHO 1490a 2024

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462a 2023

Good Cause for Extension of Time to Respond to Motion to Dismiss

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475c 2023

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

TOPICAL INDEX

04/30/2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

MOTION TO DISMISS

Motion for Voluntary Dismissal

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381p 2024

Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.

17 OCAHO 1453 2022

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

Motion for Voluntary Dismissal Generally Granted Unless Non-Moving Party Will Suffer Prejudice

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381p 2024

Motion to Dismiss Based on Delay and Alleged Bad Faith of Opposing Party

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375f 2022

TOPICAL INDEX

04/30/2024

MOTION TO DISMISS

Motion to Dismiss Based on Original Complaint Deemed Moot When Complaint is Amended

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475a 2023

Motion to Dismiss for Lack of Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417d 2023

Motion to Dismiss Held in Abeyance

United States v. Mendoza Maintenance Group, Inc. 18 OCAHO 1516 2024

TOPICAL INDEX

04/30/2024

Motion to Dismiss Is Not the Vehicle for the Court to Resolve Factual Disputes

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

MOTION TO DISMISS

Motion to Withdraw Complaint and Dismiss

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381p 2024

OCAHO Rules Do Not Provide for Stay of Discovery Upon Filing of Motion to Dismiss

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464c 2023

Party Moving for Dismissal Failed to Provide Law Supporting Dismissal

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375f 2022

TOPICAL INDEX

04/30/2024

Party Moving for Dismissal Has Burden of Establishing That Dismissal Is Appropriate

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

MOTION TO DISMISS

Stay of Proceedings Pending Adjudication of Motion to Dismiss

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Prakash Sinha v. Infosys Limited 14 OCAHO 1373c 2023

Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare 14 OCAHO 1371a 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

When Considering Motion to Dismiss, Court Limits Analysis to the Four Corners of the Complaint

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Walied Shater v. Shell Oil Company 18 OCAHO 1504b 2024

TOPICAL INDEX

04/30/2024

MOTION TO STRIKE

Contested Discovery Responses Cannot Be Stricken If They Are Not in the Evidentiary Record

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Minor Alterations to Documents to Highlight Pertinent Provisions Are Permitted

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Motion to Strike Discovery Responses

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

MOTION TO STRIKE

Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Motion to Strike Evidence Not Produced Must Identify Discovery Requests That Were Not Adhered To

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Motion to Strike Is A Drastic Remedy and Is Not Favored

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

Motion to Strike Often Not Granted Absent Showing of Prejudice to Moving Party

TOPICAL INDEX

04/30/2024

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

MOTION TO STRIKE

Motion to Strike Opposition Brief

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

Order Denying Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Order Denying Motion to Strike Discovery Responses

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

TOPICAL INDEX

04/30/2024

Order Denying Motion to Strike Opposition Brief

<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475d	2023
	17	OCAHO	1475d	2023

MOTION(S)

<i>Tareq Ziad Fourad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414b	2022
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439	2022
	16	OCAHO	1439	2022

A Motion Is An Oral or Written Request for Some Action by an ALJ

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388e	2021
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022

TOPICAL INDEX

04/30/2024

MOTION(S)

A Motion Is the Appropriate Way to Request Relief From the Court

Zaji Obatala Zajradhara 16 OCAHO 1438c 2023

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417a 2022

Abandonment

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471c 2023

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 1994

Adjudication of Other Motions Deferred Pending Adjudication of Motion for Voluntary Dismissal

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Adjudicatory Relief

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner 4 OCAHO 696 1994

Advisory Opinion

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

Walied Shater v. Shell Oil Company 18 OCAHO 1504 2023

ALJ Construed Pro Se Motion to Add Third Party as Motion to Amend Complaint

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

ALJ Construed Pro Se Party's Filing As Response to Motion for Summary Decision

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450i 2023

MOTION(S)

ALJ Dismissed Complaint Without Prejudice When No Timely Motion for Substitution Was Made

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427d 2023

ALJ Dismissed Complaint Without Prejudice When No Timely Substitution Motion Was Filed

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433d 2023

Robert Heath v. Ancile, Inc.

15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385g 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395f 2023

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437d 2023

Robert Heath v. Infosoft Solutions

16 OCAHO 1447c 2023

Robert Heath v. Smart Works, LLC

16 OCAHO 1434c 2023

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418e 2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

MOTION(S)

ALJ Has Discretion to Accept Oral Motion

<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375d	2022

ALJ May Accept Oral Motion at a Prehearing Conference or a Hearing

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024

Amended

TOPICAL INDEX

04/30/2024

<i>United States v. Agripac, Inc.</i>	8	OCAHO 1028	1999
<i>United States v. Burns and Intra-Continental Enterprises</i>	4	OCAHO 679	1994
<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO 1004	1998
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO 697	1994
<i>United States v. Mr. Z Enterprise</i>	1	OCAHO 162	1990
<i>United States v. Sunshine Building Maintenance, Inc.</i>	6	OCAHO 913	1997
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO 741	1995

MOTION(S)

Amended Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO 1475a	2023

Anonymity

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450b 2022

MOTION(S)

Appeal of Interlocutory Order Construed as Motion for Reconsideration

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370a 2020

Bifurcation

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332d 2020

United States v. Agripac, Inc.

8 OCAHO 1012 1998

Bifurcation of Discovery-Related Requests for Relief Raised in Motion

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

TOPICAL INDEX

04/30/2024

Blanket Protective Orders May Be Appropriate in Complex Cases

United States v. Facebook, Inc.

14 OCAHO 1386c 2021

MOTION(S)

Circuit Court Standard for Reconsideration of Interlocutory Orders

Prakash Sinha v. Infosys Limited

14 OCAHO 1373e 2024

Clarification

Ramiro A. Villalobos v. Roumiguere Vineyards

4 OCAHO 630 1994

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

Compel

Dalila Kamal-Griffin v. Cahill Gordon & Reindel

3 OCAHO 487 1993

TOPICAL INDEX

04/30/2024

<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1125	2007
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1087	2002
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1096	2003
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 493	1993
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 613	1994
<i>United States v. Daniel Fenton Wilde, Individually and d/b/a Danny Wilde Farm</i>	1	OCAHO 213	1990
<i>United States v. Marvlee, Inc.</i>	5	OCAHO 728	1995
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 319	1991
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO 452	1992
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 700	1994
<i>United States v. Sam Y. Ro d/b/a Daruma Japanese Restaurant</i>	1	OCAHO 265	1990
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO 465	1992
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO 1082	2002
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
<i>United States v. Townsend Culinary, Inc.</i>	7	OCAHO 996	1998
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO 422	1992
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 409	1992

TOPICAL INDEX

04/30/2024

United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc. 2 OCAHO 390 1991

MOTION(S)

Continuance

Joseph J. Ferrero v. Databricks 18 OCAHO 1505a 2024

Robert Heath v. Rang Technologies 16 OCAHO 1420 2022

United States v. Grove Hotel, LLC d/b/a Holiday Express 18 OCAHO 1497 2023

United States v. Head Foil, Inc. d/b/a Head Foil Corporation 2 OCAHO 398 1991

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

14 OCAHO 1375e 2022

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

Court's Generally Deem Opposing Party's First Submission After Dispositive Motion as the Response

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450i 2023

TOPICAL INDEX

04/30/2024

Cross Motions for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

MOTION(S)

Decision on Written Submission(s)

United States v. La Casona d/b/a La Casona Mexican Restaurant 4 OCAHO 712 1994

Default Judgment

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

D'Amico v. Erie Community College 7 OCAHO 927 1997

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 156 1990

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413 2022

Sellaro v. Elektra Records 3 OCAHO 461 1992

United States v. Continental Sports Corporation 4 OCAHO 640 1994

United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway 3 OCAHO 485 1993

TOPICAL INDEX

04/30/2024

<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 665	1994
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO 473	1992
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO 1489	2023
<i>United States v. Spartan Brands, Inc. a/k/a Longwood Manufacturing, Inc.</i>	5	OCAHO 749	1995
<i>United States v. William L. Garcia d/b/a La Buena, Inc.</i>	7	OCAHO 950	1997
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396a	2022

MOTION(S)

Defense(s)

Good Faith Defense

<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO 1027	1999
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009

Definition

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO 1381e	2021
---	----	-------------	------

TOPICAL INDEX

04/30/2024

MOTION(S)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388e 2021

Denial of Motion

United States v. HRK Investments, Inc. 13 OCAHO 1318 2019

United States v. WSC Plumbing, Inc. 8 OCAHO 1045 2000

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Denial of Motion to Dismiss

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Discovery

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375 2020

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

United States v. MSNF Foods LLC d/b/a Domino's Pizza

17 OCAHO 1459b 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

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

TOPICAL INDEX

04/30/2024

<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	2001
<i>Eusebio Huesca v. Rojas Bakery</i>	4	OCAHO	654	1994
<i>Frank Thomas Brown v. Baltimore City Public Schools</i>	3	OCAHO	480	1992
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO	500	1993
<i>Grzegorz Pioterek v. Scott Worldwide Food Service</i>	3	OCAHO	530	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	1992
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	345	1991
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO	477	1992
<i>Jarvis v. AK Steel</i>	7	OCAHO	930	1997
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO	537	1993
<i>Jenli John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1083	2002
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO	524	1993
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO	471	1992
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	1994
<i>Mr. Wahab E. Ekunsumi v. Hyatt Regency Hotel of Cincinnati</i>	1	OCAHO	128	1990

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>Sellaro v. Elektra Records</i>	3	OCAHO	461	1992
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO	850	1996
<i>Stephen Salerno v. ICL Retail Systems, Inc.</i>	3	OCAHO	481	1993
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO	620	1994
<i>Tulin E. Mangir v. TRW, Inc.</i>	4	OCAHO	672	1994
<i>United States v. Auburn University</i>	3	OCAHO	564	1993
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Farmers Insurance Group of Companies</i>	1	OCAHO	22	1988
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	1993
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016
<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318	2019
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1040	2000
	8	OCAHO	1040	2000
<i>United States v. Red Lobster</i>	4	OCAHO	631	1994
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	1994
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375f	2022
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO	571	1993
<i>Wartan Bozoghlanian v. Hughes Radar Systems Group</i>	5	OCAHO	741	1995
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994

MOTION(S)

Dispositive Motions Phase is the Appropriate Time for a Party to Raise Evidentiary Concerns

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

MOTION(S)

Disqualify

<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO 1131	2009
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 207	1990

Enforcement of Arbitration

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1096	2003
--	---	------------	------

Enforcement of Settlement

<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO 1122	2006
<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO 177	1989
	1	OCAHO 177	1990
	1	OCAHO 177	1989

TOPICAL INDEX

04/30/2024

United States v. California Mantel, Inc. 10 OCAHO 1168 2013

United States v. Westin Galleria & Westin Oaks Hotel 4 OCAHO 701 1994

MOTION(S)

Ex Parte Motion

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388 2021

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324b 2021

Exclusion of Opposing Counsel

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1104 2004

Extension of Time

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

14 OCAHO 1381f 2021

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381i	2021
<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324c	2021
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	2003
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	664	1994
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362f	2023
<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC</i>	14	OCAHO	1371	2020
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	2012
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479b	2023
	18	OCAHO	1479c	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386e	2021
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520a	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460c	2023
<i>United States v. Klein's Kosher Pickle Company</i>	18	OCAHO	1500a	2024
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475	2023
	17	OCAHO	1475c	2023
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024

TOPICAL INDEX

04/30/2024

<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417e	2024
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022

MOTION(S)

Extension of Time to File Answer

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024

MOTION(S)

Extension of Time to File Reply to Answer to Complaint

<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
---	----	-------	------	------

Extension of Time to Respond to Order to Show Cause

TOPICAL INDEX

04/30/2024

United States v. Glen Echo Pharmacy, Inc. 18 OCAHO 1520a 2024

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423b 2022

MOTION(S)

Extension of Time to Supplement Discovery Responses

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

Facial and Factual Motions to Dismiss

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Filing Construed as Motion to Amend Complaint

Walied Shater v. Shell Oil Company 18 OCAHO 1504b 2024

TOPICAL INDEX

04/30/2024

MOTION(S)

Filing Construed as Motion to Voluntarily Withdraw Case

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Y.Y. v. Zuora</i>	15	OCAHO	1402b	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402a	2022

Filing Motion to Dismiss Does Not Affect Time Period for Filing an Answer

<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC</i>	18	OCAHO	1490a	2024
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024

Form of

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	2003
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

MOTION(S)

Generally

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO	455	1992
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO	341	1991
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1089	2003
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	1993
	3	OCAHO	450	1992
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	1994
<i>Sellaro v. Elektra Records</i>	3	OCAHO	495	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 731	1995
<i>United States v. Creation & Innovation</i>	3	OCAHO 527	1993
<i>United States v. Cristina Galeas</i>	5	OCAHO 790	1995
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO 446	1992
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO 875	1996
<i>United States v. Guardsmark</i>	4	OCAHO 614	1994
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO 452	1992
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 492	1993
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO 465	1992

MOTION(S)

Grounds for Motion for Reconsideration

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO 1381b	2021
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373e	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO 1374a	2021

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432d	2023
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363d	2021
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

MOTION(S)

How the ALJ Considers Documents Attached to Discovery Motions

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
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If Motion to Substitute Is Not Made Within Time Set By Court, Case May Be Dismissed

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385f	2023
	14	OCAHO	1385g	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395e	2023
	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

MOTION(S)

In Considering Motion to Dismiss, ALJ Must View Complaint in Light Most Favorable to Complainant

TOPICAL INDEX

04/30/2024

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO	1358	2020
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

MOTION(S)

Inference

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	202	1990
--	---	-------	-----	------

Initial Disclosures

<i>Andrew Ewoma Ehere v. Hawaii Federal Credit Union</i>	17	OCAHO	1471b	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

MOTION(S)

Intervene

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO 765	1995
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 341	1991
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 228	1990

Joint Dismissal

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO 1458	2022
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO 1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO 1482	2023
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO 609	1994
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO 1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO 1479d	2023

TOPICAL INDEX

04/30/2024

<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022

MOTION(S)

TOPICAL INDEX

04/30/2024

Joint Motion

United States v. Upright Installation Services, Corp.

18 OCAHO 1494a 2023

MOTION(S)

Joint Motion to Accept Settlement Agreement and Issue A Final Decision and Order

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant

15 OCAHO 1403 2021

Joint Motion to Amend Scheduling Order

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464a 2023

Joint Motion to Dismiss Based on Settlement

Christanya Symplice v. New York Health and Hospitals Corporation

18 OCAHO 1493b 2024

Daniela Violante v. The Giant Food Company

17 OCAHO 1458 2022

TOPICAL INDEX

04/30/2024

<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO	1482	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
	18	OCAHO	1492	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023

MOTION(S)

Joint Motion to Dismiss With Prejudice

TOPICAL INDEX

04/30/2024

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

MOTION(S)

Joint Motion to Dismiss Without Prejudice

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

Joint Status Report Construed As Including Motion to Extend Stay of Proceedings

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456c 2023

Joint Stipulation of Dismissal With Prejudice

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1509 2023

Y.Y. v. Zuora

15 OCAHO 1402b 2022

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Judgment on the Pleadings

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations 3 OCAHO 563 1993

Jury Trial

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381c 2021

Limine

United States v. PPJV, Inc. d/b/a Publishers Press 2 OCAHO 368 1991

United States v. Westwind Farms, Inc. 1 OCAHO 171 1990

More Definite Statement

TOPICAL INDEX

04/30/2024

<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO 723	1995
<i>United States v. Feliciano Aguas-Avalos</i>	4	OCAHO 642	1994

MOTION(S)

Motion Construed as Request for Preliminary Injunction

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
---	----	-------------	------

Motion for Administrative Subpoena

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426e	2023

Motion for Advisory Opinion

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
------------------------------------	----	-------------	------

TOPICAL INDEX

04/30/2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

MOTION(S)

Motion for an Order to Show Cause

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471 2023

Motion for Clarification

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

Motion for Clarification of the Contents of the Record

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

Motion for Continuance

TOPICAL INDEX

04/30/2024

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375h	2022
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425	2022

MOTION(S)

Motion for Continuance Construed as Request to Modify Case Schedule

<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425	2022
---	----	-------	------	------

Motion for Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
--	----	-------	-------	------

Motion for Default Judgment

<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023

TOPICAL INDEX

04/30/2024

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Walied Shater v. Shell Oil Company 18 OCAHO 1504 2023

MOTION(S)

Motion for Default Judgment Filed During Answer Timeframe Is Premature

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Default Judgment Held in Abeyance

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales 18 OCAHO 1515 2024

United States v. Sai Enterprise Limited, d/b/a Crazy Deals 18 OCAHO 1489 2023

Motion for Deposition

Walied Shater v. Shell Oil Company 18 OCAHO 1504 2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Discovery

<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
	16	OCAHO 1438d	2023
	16	OCAHO 1438f	2023
	16	OCAHO 1438b	2022

Motion for Discovery Sanctions

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388f	2022
--	----	-------------	------

Motion for Dismissal Based on Abandonment of Complaint

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388f	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471c	2023
	17	OCAHO	1471	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024

MOTION(S)

Motion for Entry of Protective Order

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386d	2021

Motion for Extension Due to Ongoing Settlement Negotiations

<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479c	2023
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024

TOPICAL INDEX

04/30/2024

Motion for Extension of Briefing Deadline

<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479c	2023

MOTION(S)

Motion for Extension of Deadline to Appeal Final Order of ALJ

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417e	2024
---	----	-------	-------	------

Motion for Extension of time to File Dispositive Motions

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
	18	OCAHO	1519	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460c	2023
<i>United States v. Klein's Kosher Pickle Company</i>	18	OCAHO	1500a	2024
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Extension of Time to Reply Should Specify to What the Party Wishes to Reply

Zaji Zajradhara v. Mariana Pharmacy

18 OCAHO 1507b 2024

Motion for Extension of Time to Respond to Motion to Dismiss

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475 2023

17 OCAHO 1475c 2023

Motion for Hearing Transcript

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432i 2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426g 2024

TOPICAL INDEX

04/30/2024

Motion for Hearing Transcript Due to Indigency

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432i 2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426g 2024

MOTION(S)

Motion for Interpreter

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381g 2021

Motion for Judgment Not Ripe for Adjudication

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

Motion for Leave of Court to Amend Complaint

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464a 2023

TOPICAL INDEX

04/30/2024

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394a	2021
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

MOTION(S)

Motion for Leave of Court to File Supplemental Response

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362b	2021
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021

Motion for Leave to Amend Certificate of Service

TOPICAL INDEX

04/30/2024

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

MOTION(S)

Motion for Leave to File a Reply

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

R.S. v. Lattice Semiconductor 14 OCAHO 1362g 2024

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475d 2023

Motion for Leave to File Amended Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Motion for Leave to File Answer

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC 18 OCAHO 1490a 2024

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Leave to File Sur-Reply

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464d 2023

Motion for Order to Show Cause

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

Motion for Perjury Charges

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

Motion for Prehearing Conference

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381i 2021

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Referral to Settlement Officer Program

<i>Andrew Ewoma Ehere v. Hawaii Federal Credit Union</i>	17	OCAHO	1471b	2023
<i>United States v. Chilitto Pikin, LLC</i>	18	OCAHO	1486b	2024
<i>United States v. DNT Construction, Inc.</i>	19	OCAHO	1529	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530a	2024
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024

Motion for Restraining Order

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
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Motion for Restraining Order Against Opposing Counsel

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Sanction of Dismissal

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Motion for Sanctions

R.S. v. Lattice Semiconductor 14 OCAHO 1362g 2024

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462c 2023

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Motion for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Screen Sharing At Prehearing Conference

A.S. v. Amazon Web Services

14 OCAHO 1381n 2021

Motion for Stay of Enforcement of Agency Order

United States v. Frimmel Management, LLC

12 OCAHO 1271 2017

United States v. Frimmel Management, LLC d/b/a Uncle Sam's

13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

United States v. Frimmel Management, LLS

12 OCAHO 1271 2016

Motion for Stay of Proceedings

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530	2024
	19	OCAHO	1530b	2024
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

MOTION(S)

Motion for Substitute Counsel

<i>United States v. El Camino, LLC</i>	18	OCAHO	1479b	2023
--	----	-------	-------	------

Motion for Summary Decision

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO	1443a	2022

TOPICAL INDEX

04/30/2024

<i>Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes</i>	16	OCAHO	1440a	2023
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion for Summary Decision and Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Summary Decision Treated As Motion to Dismiss

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Motion for Voluntary Dismissal Generally Granted Unless Non-Moving Party Will Suffer Prejudice

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381p 2024

Motion for Waiver of Witness Fees

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

MOTION(S)

Motion Opposing Deposition Construed As Motion For Protective Order

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385a 2021

Motion Requesting Copy of Answer

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454a 2022

Motion to Accept Untimely Filing

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

Motion to Admit Rebuttal Evidence

TOPICAL INDEX

04/30/2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

MOTION(S)

Motion to Amend Order Construed as Motion for Reconsideration

A.S. v. Amazon Web Services, Inc.

14 OCAHO 13811 2021

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381e 2021

Motion to Amend Scheduling Order

Travis Darnell Austin v. Specialized Staffing Solutions, Inc.

18 OCAHO 1513 2023

Motion to Approve Subpoena

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion to Compel

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375g	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
	16	OCAHO	1432b	2022

Motion to Compel Discovery

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
	14	OCAHO	1362g	2024
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Robert Heath v. IKON Systems and an Anonymous Employer</i>	14	OCAHO	1377	2020
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432a	2022
	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
	16	OCAHO	1432b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion to Compel Discovery Found To Be Not Ripe for Adjudication

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432a 2022

Motion to Compel Discovery Must Explain Why Requested Material Is Relevant

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Motion to Compel Discovery Must Include the Nature of the Questions or Request

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432a 2022

16 OCAHO 1432c 2023

16 OCAHO 1432d 2023

16 OCAHO 1432b 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

MOTION(S)

Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Travis Darnell Austin v. Specialized Staffing Solutions, Inc.

18 OCAHO 1513 2023

United States v. MSNF Foods LLC d/b/a Domino's Pizza

17 OCAHO 1459b 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

Motion to Compel Must State the Nature of a Party's Responses and Objections

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

MOTION(S)

Motion to Compel Release of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

Motion to Correct Record

United States v. Commander Produce, LLC

16 OCAHO 1428b 2022

Motion to Deem Complaint Abandoned as Discovery Sanction

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

Motion to Dismiss

TOPICAL INDEX

04/30/2024

<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO	1323	2020
<i>Brent Leslie Reed v. Dupont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321	2019
<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC</i>	18	OCAHO	1490a	2024
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411a	2022
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
	17	OCAHO	1462a	2023
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
<i>United States v. HRK Investments, Inc.</i>	13	OCAHO	1318	2019
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	2020
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375f	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO	1181	2013
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

MOTION(S)

Motion to Dismiss Based on Original Complaint Deemed Moot When Complaint is Amended

<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
--	----	-------	-------	------

Motion to Dismiss Based on Settlement Was Not a Joint Motion

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Motion to Dismiss Filed by Complainant

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

MOTION(S)

Motion to Dismiss for Lack of Jurisdiction

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

Motion to Dismiss Held in Abeyance

United States v. Mendoza Maintenance Group, Inc.

18 OCAHO 1516 2024

Motion to Dismiss Request for Hearing Based on Abandonment

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion to Dismiss Treated As Motion for Summary Decision Where Evidence Outside Pleadings is Considered

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332g 2020

Motion to Dismiss Treated as Motion to Reconsider When Filed After ALJ Already Ruled on the Issue

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

Motion to Enforce Order Compelling Discovery

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

Motion to Enforce Previous Order

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381f 2021

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

MOTION(S)

Motion to Enforce Should Specify Relief Sought

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381f 2021

Motion to Enter Default Based on Noncompliance With ALJ Orders

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

Motion to Extend Case Deadlines

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362f 2023

Motion to Extend Deadline to Provide Discovery Responses

TOPICAL INDEX

04/30/2024

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381k 2021

MOTION(S)

Motion to Extend Discovery Timeframe

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

United States v. Duncan Family Farms, Inc.

18 OCAHO 1519 2024

Motion to File Electronically

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Motion to Keep Record Open After Hearing

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375j 2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion to Modify Case Schedule

United States v. Tuesday Line, Inc. d/b/a Captain Jack's 16 OCAHO 1425 2022

Motion to Reconsider an Interlocutory Order

A.S. v. Amazon Web Services, Inc. 14 OCAHO 13811 2021

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a 2020

Prakash Sinha v. Infosys Limited 14 OCAHO 1373e 2024

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

Motion to Reconsider Final Order of Dismissal Construed As Motion to Amend

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

TOPICAL INDEX

04/30/2024

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

MOTION(S)

Motion to Request Waiver of Naturalization Application Requirements

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400c 2022

Motion to Stay Discovery Pending Resolution of Motion to Dismiss

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464c 2023

Motion to Strike

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Jack N. Toussaint v. Tekwood Data Processing Consulting

6 OCAHO 892 1996

James R. Cook v. Pro Source, Inc.

7 OCAHO 960 1997

TOPICAL INDEX

04/30/2024

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 493	1993
	3	OCAHO 450	1992
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450f	2023
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332d	2020
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 739	1995
<i>United States v. Applied Computer Technology</i>	2	OCAHO 306	1991
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994
<i>United States v. Azteca Restaurant, Northgate</i>	1	OCAHO 33	1988
<i>United States v. Boah Fashion, Corporation</i>	1	OCAHO 281	1990
<i>United States v. Broadway Tire, Inc.</i>	1	OCAHO 226	1990
<i>United States v. Capitol Arts & Frames, Inc.</i>	1	OCAHO 229	1990
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO 723	1995
<i>United States v. David Jenkins</i>	4	OCAHO 649	1994
<i>United States v. Desert Palace, Inc.</i>	9	OCAHO 1067	2001
	9	OCAHO 1067	2001
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 456	1992

TOPICAL INDEX

04/30/2024

<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 387	1991
<i>United States v. Fairfield Jersey, Inc.</i>	9	OCAHO 1072	2001
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO 1070	2001
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO 610	1994
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO 260	1990
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Martina Limon-Perez</i>	5	OCAHO 796	1995
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 534	1993
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO 706	1994
<i>United States v. Multimatic Products, Inc.</i>	1	OCAHO 221	1990
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO 540	1993
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 541	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO 253	1990
<i>United States v. Samuel J. Wasem, General Partner d/b/a Educated Car Wash</i>	1	OCAHO 98	1989
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
	3	OCAHO 533	1993
<i>United States v. Tuttle's Design Build, Inc.</i>	2	OCAHO 370	1991
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO 793	1995
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO 122	1990
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO 1475d	2023

MOTION(S)

Motion to Strike Affirmative Defenses

<i>United States v. Solutions Group International, LLC</i>	12	OCAHO 1288	2016
--	----	------------	------

Motion to Strike Answer

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438b 2022

MOTION(S)

Motion to Strike Deposition Errata Sheet

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332i 2020

Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Motion to Substitute

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433c 2023

Robert Heath v. Ancile, Inc. 15 OCAHO 1411c 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395e 2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

MOTION(S)

Motion to Substitute Counsel

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

Motion to Treat Motion for Summary Decision as Conceded

<i>Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes</i>	16	OCAHO	1440a	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

MOTION(S)

Motion to Withdraw Complaint and Dismiss

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381p 2024

United States v. Harikrishna Corporation d/b/a Park Inn by Radisson 18 OCAHO 1498 2023

Motion to Withdraw Complaint and Dismiss Construed As Motion to Dismiss Pursuant to Settlement

United States v. Harikrishna Corporation d/b/a Park Inn by Radisson 18 OCAHO 1498 2023

Motion(s) to Quash

United States v. Edith Fine 1 OCAHO 89 1989

Motions for Leave to File Replies Help ALJ Control Administrative Record & Conserve Resources

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450j 2023

MOTION(S)

Motions for Reconsideration Cannot Be Used to Relitigate Old Matters

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423d 2023

Motions for Reconsideration Granted Only in Limited Circumstances

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Robert Heath v. Optnation and an Anonymous Employer

14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363d 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423d 2023

Motions for Voluntary Dismissal Generally Granted Unless Non-Moving Party Will Suffer Prejudice

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

TOPICAL INDEX

04/30/2024

United States v. La Parisienne Bakery, LLC

15 OCAHO 1390a 2021

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

MOTION(S)

Motions Must Be Submitted in Way That Parties Have Reasonable Opportunity to Respond or Object

Zaji Obatala Zajradhara

16 OCAHO 1438c 2023

Motions Related to Jurisdictional Issues Must Be Considered Before Motions Related to the Merits

Him Yeung v. Washington State Department of Licensing

17 OCAHO 1473b 2024

Movant Must State With Particularity the Grounds for the Motion

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381f 2021

R.S. v. Lattice Semiconductor

14 OCAHO 1362b 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

TOPICAL INDEX

04/30/2024

Zaji Zajradhara v. Mariana Pharmacy

18 OCAHO 1507b 2024

MOTION(S)

Notice of Conversion of Motion to Dismiss to Motion for Summary Decision

Li Zu v. Avalon Valley Rehabilitation Center

14 OCAHO 1376 2020

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332g 2020

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

Notice of Filing Construed As A Motion to Supplement Motion to Dismiss

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414c 2022

Notice of Settlement

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1509 2023

Christanya Symplice v. New York Health and Hospitals Corporation

18 OCAHO 1493b 2024

TOPICAL INDEX

04/30/2024

<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO	1482	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
	17	OCAHO	1455	2022
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
	18	OCAHO	1492	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023

MOTION(S)

OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381b	2021
<i>Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370a	2020

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

MOTION(S)

OCAHO Ruled Do Not Allow for Replies to Responses to Motions Except Upon Leave of the ALJ

<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
---	----	-------	------	------

OCAHO Rules Do Not Allow for Replies to Responses to Motions Except Upon Leave of the ALJ

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450i	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Steven Brown et al. v. Pilgrim's Pride Corporation</i>	14	OCAHO	1379b	2022

TOPICAL INDEX

04/30/2024

MOTION(S)

OCAHO Rules Do Not Provide for Stay of Discovery Upon Filing of Motion to Dismiss

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

OCAHO Rules Do Not Specifically Authorize Motions to Reconsider Final Orders in 1324b Cases

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

OCAHO's Regulations Provide That A Party Has Ten Days to File an Opposition

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Official Notice

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Psychosomatic Fitness 14 OCAHO 1387 2021

Opposition From a Party Is Moot If ALJ Already Adjudicated the Matter in That Party's Favor

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426b 2022

Oral Motion at Prehearing Conference

United States v. Alice Hotel Group LLC 18 OCAHO 1484b 2024

United States v. Fresco Produce, Inc. 19 OCAHO 1530 2024

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416h 2024

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Oral Motion to Dismiss

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

Order Denying Motion for Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438d 2023

Order Denying Motion to Amend Complaint

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450k 2023

Walied Shater v. Shell Oil Company 18 OCAHO 1504b 2024

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

TOPICAL INDEX

04/30/2024

Order Denying Motions as Impermissible Replies

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450i 2023

MOTION(S)

Order Denying Opposition to Motion as Moot

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426b 2022

Order Denying Party's Motion to Proceed Anonymously

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450b 2022

Order Dismissing Motion to Dismiss as Moot

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475a 2023

TOPICAL INDEX

04/30/2024

Order Granting Motion for Interpreter

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381g 2021

MOTION(S)

Order Granting Motion for Leave to Amend Complaint

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475a 2023

Order Granting Motion for Leave to File a Reply

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450j 2023

17 OCAHO 1450i 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Steven Brown et al. v. Pilgrim's Pride Corporation 14 OCAHO 1379b 2022

TOPICAL INDEX

04/30/2024

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

MOTION(S)

Order Granting Motion for Leave to File a Sur-Reply

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450j 2023

Order Granting Motion for Leave to File Amended Answer

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464a 2023

Order Granting Motion to Dismiss

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

Order Granting Oral Motion

TOPICAL INDEX

04/30/2024

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439a 2022

MOTION(S)

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375g 2022

Order Rejecting Oral Motion

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450c 2023

United States v. Fresco Produce, Inc.

19 OCAHO 1530 2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375d 2022

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471a 2023

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450e 2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Order Starting 90-Day Window to File a Motion to Substitute Under Rule 25 of FRCP

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419c	2023

Parties Cannot Make Oral Motions by Way of Leaving Voicemail With Court Staff

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450c 2023

Zaji Obatala Zajradhara v. Li Yong Hong Corporation

17 OCAHO 1472a 2023

MOTION(S)

Parties Jointly Moved to Dismiss With Prejudice at Prehearing Conference

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

Parties Jointly Moved to Dismiss Without Prejudice at Prehearing Conference

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

Parties May Generally Only Submit One Response to a Motion

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

TOPICAL INDEX

04/30/2024

Party May File Motion to Schedule Future Prehearing Conference

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

MOTION(S)

Party's Notice About Noncooperation in Discovery Construed As Discovery Motion

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Posthearing Motion

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 2003

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Prehearing Conferences May Be Expedient Way to Resolve Written Motions When Hearing is Imminent

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Prehearing Motion

United States v. David Jenkins

4 OCAHO 649 1994

Preliminary Injunction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

Pro Se "Complaint Withdrawal Form" Construed As Motion to Withdraw Complaint

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

Pro Se Motions May Be Construed Liberally

Li Zu v. Avalon Valley Rehabilitation Center

14 OCAHO 1376 2020

TOPICAL INDEX

04/30/2024

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

MOTION(S)

Protective Order(s)

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385a	2021
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021

Reconsideration

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
	14	OCAHO	1381b	2021
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO	384	1991
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	1995
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	2003
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1098	2003
<i>United States v. Four Star Knitting, Inc.</i>	5	OCAHO	815	1995
<i>United States v. Min Goldblatt & Sons, Inc. t/a J.J.L.C.</i>	1	OCAHO	170	1990
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	502	1993
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	339	1991

TOPICAL INDEX

04/30/2024

<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO 329	1991
	2	OCAHO 329	1991
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO 312	1991
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 373	1991
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO 201	1990
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO 1285a	2018
	12	OCAHO 1285	2016
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989
	1	OCAHO 104	1989
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO 730	1995
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432d	2023
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO 1363d	2021
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423d	2023

MOTION(S)

Reconsideration of Final Orders in 8 U.S.C. Section 1324b Cases

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO 1305a	2018
---	----	-------------	------

TOPICAL INDEX

04/30/2024

<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363d	2021

MOTION(S)

Re-Open Case

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	603	1994
--	---	-------	-----	------

Request for Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>Robert Heath v. Rang Technologies</i>	16	OCAHO	1420	2022
<i>United States v. Grove Hotel, LLC d/b/a Holiday Express</i>	18	OCAHO	1497	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022

TOPICAL INDEX

04/30/2024

Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

14 OCAHO 1375c 2021

MOTION(S)

Request for Hearing Continuance Due to Unavailability of Co-Counsel

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

Request for Information

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

Request for Relief Should Be In Separate Motion, Not Response to a Motion

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381f 2021

TOPICAL INDEX

04/30/2024

MOTION(S)

Request to Extend Discovery Period

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381f	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
	14	OCAHO	1381i	2021
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022

Requesting New Relief in Response to Motion Strips Original Moving Party of Chance to Respond

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381f	2021
--	----	-------	-------	------

Requests Are Required to Be Made By Motion

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381f	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471a	2023
<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023
	16	OCAHO	1426	2022

MOTION(S)

Requests for Extension of Time Should Be Filed in Advance of Deadline

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022
---	----	-------	-------	------

Requests for Relief Must Be Submitted in the Form of a Motion

TOPICAL INDEX

04/30/2024

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023

MOTION(S)

Response to a Motion Should Address Only the Issues Raised by the Moving Party

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381f	2021
--	----	-------	-------	------

Response to Motion to Dismiss Construed as Motion for Leave to Amend Complaint

<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
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Sanctions

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1104	2004
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	2003
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	493	1993
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	1993
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	1995
<i>United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services</i>	3	OCAHO	444	1992
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO	472	1992
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO	560	1993
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO	409	1992
	2	OCAHO	390	1991
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

MOTION(S)

Stay of Proceedings

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

Stay of Proceedings Pending Adjudication of Motion to Dismiss

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022

Subject Matter Jurisdiction

TOPICAL INDEX

04/30/2024

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO	570	1993
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	2008
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022

MOTION(S)

Substitution of Parties

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419c	2023

TOPICAL INDEX

04/30/2024

MOTION(S)

Summary Decision

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	2002
<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO	1443a	2022
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	2003
<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO	1065	2001
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	2001
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO	669	1994
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	1993
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	2008
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	2004

TOPICAL INDEX

04/30/2024

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO 1112	2004
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362c	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO 1359a	2021
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Maverick Construction LLC</i>	15	OCAHO 1405	2021

TOPICAL INDEX

04/30/2024

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO	1092	2003
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

MOTION(S)

Supplemental

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	1994
<i>Linda S. Walker v. United Airlines, Inc.</i>	6	OCAHO	856	1996
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362b	2021

Timeliness

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
--	----	-------	-------	------

Timing of Motion for Default Judgment

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

MOTION(S)

Timing of Motion for Summary Decision

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

Untimely Filing

R.S. v. Lattice Semiconductor

14 OCAHO 1362b 2021

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

Voicemail Is Not the Appropriate Way or Place to Make an Oral Motion

Zaji Obatala Zajradhara v. Li Yong Hong Corporation

17 OCAHO 1472a 2023

TOPICAL INDEX

04/30/2024

Voluntary Dismissal

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

MOTION(S)

Voluntary Dismissal by Complainant

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
	14	OCAHO	1381p	2024
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

When Considering Motion to Dismiss, Court Limits Analysis to the Four Corners of the Complaint

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

MOTION(S)

When Properly Filed, Motions for Withdrawal of Counsel Are Usually Granted

<i>United States v. HDB Network Technology, Inc.</i>	18	OCAHO	1483	2023
--	----	-------	------	------

Withdrawal

<i>United States v. Auburn University</i>	4	OCAHO	662	1994
---	---	-------	-----	------

TOPICAL INDEX

04/30/2024

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO 647	1994
<i>United States v. HDB Network Technology, Inc.</i>	18	OCAHO 1483	2023
<i>United States v. Maria Celia Aispuro-Nunez</i>	5	OCAHO 745	1995
<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO 641	1994
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 657	1994
	4	OCAHO 665	1994
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO 589	1993

MOTIONS TO COMPEL

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450f	2023
------------------------------------	----	-------------	------

Absence of Conferment Certification May Be Excused If Facts Indicate Conferral Would Be Futile

<i>United States v. JR Contractors, Inc.</i>	15	OCAHO 1406	2021
--	----	------------	------

TOPICAL INDEX

04/30/2024

ALJ May Deny Motion to Compel If It Is Not Timely Filed

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381i	2021
<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023

MOTIONS TO COMPEL

Failure to Show Good Cause for Untimely Motion to Compel

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
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General, Conclusory Assertion of Irrelevance, Overbreadth or Undue Burden Insufficient Objection

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	2014

TOPICAL INDEX

04/30/2024

MOTIONS TO COMPEL

Insufficient Showing of Relevance Warrants Denial of Motion to Compel Discovery

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
	15	OCAHO	1388d	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022

Motion to Compel Denied for Failure to Provide Specific Argument

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
--	----	-------	-------	------

Motion to Compel Discovery

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432a	2022
	16	OCAHO 1432d	2023
	16	OCAHO 1432b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438d	2023

MOTIONS TO COMPEL

Motion to Compel Discovery Found To Be Not Ripe for Adjudication

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432a	2022
---	----	-------------	------

Motion to Compel Discovery Must Include the Nature of the Questions or Request

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432a	2022
	16	OCAHO 1432c	2023
	16	OCAHO 1432b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438d	2023
	16	OCAHO 1438b	2022

TOPICAL INDEX

04/30/2024

MOTIONS TO COMPEL

Motion to Compel Must Identify Discovery Requests With Specificity

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Motion to Compel Must Include Argument in Support of the Motion

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388b 2021

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385b 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432b 2022

Motion to Compel Must Include Certification of Good Faith Resolution Efforts

A.S. v. Amazon WerServices, Inc. 14 OCAHO 1381 2020

Robert Heath v. IKON Systems and an Anonymous Employer 14 OCAHO 1377 2020

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

MOTIONS TO COMPEL

Motion to Compel Must Include Response or Objections of Party Upon Whom Discovery Was Propounded

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
---	----	-------	-------	------

Motion to Compel Must Meet Requirements of 28 C.F.R. Section 68.23(b)

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO	1406	2021
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432a	2022
	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
	16	OCAHO	1438d	2023
	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

MOTIONS TO COMPEL

Motion to Compel Must State the Nature of a Party's Responses and Objections

<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432d	2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438d 2023

16 OCAHO 1438b 2022

Zaji Obatala Zajradhara v. Gig Partners

14 OCAHO 1363a 2020

MOTIONS TO COMPEL

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

Motion to Compel Release of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

Must Include Nature of Request, Objections, Arguments, and Good Faith Attempt to Resolve

A.S. v. Amazon WerServices, Inc.

14 OCAHO 1381 2020

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362	2020
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332d	2020
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	2014
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	2014
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432c	2023
	16	OCAHO	1432b	2022

MOTIONS TO COMPEL

Objections & Reasons Must Be Stated in Discovery Response, Not Only in Opposing Motion to Compel

<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1234	2014

TOPICAL INDEX

04/30/2024

MOTIONS TO COMPEL

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

Opposing Party Bears Burden of Persuasion

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express

11 OCAHO 1220 2014

Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388b 2021

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express</i>	11	OCAHO	1220	2014

MOTIONS TO COMPEL

Order Denying Motion for Reconsideration of Order Denying Motion to Compel

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432d	2023
---	----	-------	-------	------

Order Denying Motion to Compel

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414d	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375g	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
	16	OCAHO	1432b	2022

TOPICAL INDEX

04/30/2024

MOTIONS TO COMPEL

Order Denying Motion to Compel With Respect to Overbroad and Vague Discovery Request

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024

Order Granting in Part and Denying in Part Motion to Compel Discovery

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023

Order Granting Motion to Compel

TOPICAL INDEX

04/30/2024

United States v. JR Contractors, Inc.

15 OCAHO 1406 2021

United States v. MSNF Foods LLC d/b/a Domino's Pizza

17 OCAHO 1459b 2023

MOTIONS TO COMPEL

Party May Not Propound New Requests in a Motion to Compel

R.S. v. Lattice Semiconductor

14 OCAHO 1362 2020

Party Seeking to Compel Discovery Must Show That Discovery Was Sent In a Timely Manner

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385b 2021

Purpose of Requirements for a Motion to Compel

A.S. v. Amazon WerServices, Inc.

14 OCAHO 1381 2020

Martine Mbitaze v. Greenbelt Police Department

14 OCAHO 1360a 2020

Robert Heath v. IKON Systems and an Anonymous Employer

14 OCAHO 1377 2020

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Gig Partners

14 OCAHO 1363a 2020

MOTIONS TO COMPEL

Request for Attorney Fees for Motion to Compel Denied as Premature

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388b 2021

15 OCAHO 1388d 2021

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Whether and When Individual Was Employed Relevant to Whether Employer Had Duty to Retain I-9

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1234 2014

NATIONAL ORIGIN

Claims Against Employers With Fifteen or More Employees Not Within Scope of Section 1324b

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381e 2021

Garth Anton Hayden v. New York Police Department

13 OCAHO 1313 2018

TOPICAL INDEX

04/30/2024

<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO	1358	2020
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO	1376	2020
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287a	2016
	12	OCAHO	1287	2016
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO	1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368	2020
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
	16	OCAHO	1432b	2022

NATIONAL ORIGIN

Claims Against Employers With Fifteen or More Employees Should Be Referred to EEOC

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373	2020
<i>Ricardo Farhard Gamez Caltzoncin v. GSM Insurors-Glass, Sorenson & McDavid</i>	12	OCAHO	1287a	2016
	12	OCAHO	1287	2016
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015

NATIONAL ORIGIN

Dismissal

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432c 2023

NATIONAL ORIGIN

Jurisdiction

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 2002

Christine Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc. 8 OCAHO 1005 1998

Drahomira Adame v. Dunkin Donuts 5 OCAHO 722 1995

4 OCAHO 691 1994

Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc. 7 OCAHO 943 1997

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1085 2002

Howard Eugene McNier v. San Francisco State University College of Business 7 OCAHO 947 1997

7 OCAHO 947 1997

Jack N. Toussaint v. Tekwood Data Processing Consulting 6 OCAHO 892 1996

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648 1994

Jose Pablo Martinez v. Superior Linen 10 OCAHO 1180 2013

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

TOPICAL INDEX

04/30/2024

<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO	1358	2020
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO	740	1995
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO	874	1995
<i>Michael K. Wockenfuss v. Bureau of Prisons</i>	5	OCAHO	767	1995
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	1994
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373	2020
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Robert S. Mathews v. Goodyear Tire & Rubber Company</i>	7	OCAHO	929	1997
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332g	2020
<i>Tina B. Boyd v. Amzi Sherling, DDS</i>	6	OCAHO	916	1997
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	1997
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
	16	OCAHO	1432b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

NATIONAL ORIGIN

Knowledge

Zaji Obatala Zajradhara v. GIG Partners, Inc.

14 OCAHO 1363c 2021

National Origin Discrimination

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

National Origin Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

NATIONAL ORIGIN

OCAHO Has No Jurisdiction Over National Origin Claims Against Employers With 15 or More Employees

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

Overlap with EEOC Charges

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

Li Zu v. Avalon Valley Rehabilitation Center

14 OCAHO 1376 2020

Robert Heath v. Ancile, Inc.

15 OCAHO 1411 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

TOPICAL INDEX

04/30/2024

NATIONAL ORIGIN

Whether and When Individual Was Employed Relevant to Whether Employer Had Duty to Retain I-9

Kevin Raffay v. Western Digital 10 OCAHO 1159 2012

NOTICE

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

ALJ Notified Parties of Intent to Take Notice of a Material Fact

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Appearance

Johnson v. Florida Power Corporation 7 OCAHO 981 1997

TOPICAL INDEX

04/30/2024

<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 334	1991
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO 132	1990
<i>United States v. Esther Flores-Martinez</i>	4	OCAHO 647	1994
<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO 72	1989
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 63	1989
	1	OCAHO 63	1989
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO 485	1993
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO 680	1994

NOTICE

Bifurcation

<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO 462	1992
<i>United States v. Mid-Island Jericho Motel, Inc. d/b/a Ramada Inn</i>	3	OCAHO 468	1992

Complainant Given Notice and Opportunity to Present Evidence Supporting Jurisdiction

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

NOTICE

Completion of I-9 after Notice of Inspection

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.

10 OCAHO 1174 2013

Consideration of Non-Statutory Factor in Penalty Assessment

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416b 2023

Generally

United States v. Big Bear Market

1 OCAHO 48 1989

1 OCAHO 49 1989

United States v. David Day d/b/a David Day Masonry

3 OCAHO 514 1993

TOPICAL INDEX

04/30/2024

<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO 132	1990
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO 446	1992
<i>United States v. Italy Department Store, Inc.</i>	6	OCAHO 847	1996
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO 6	1988
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO 45	1989
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO 1001	1998
<i>United States v. Mester Manufacturing Company</i>	1	OCAHO 18	1988
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 198	1990

NOTICE

Hearing(s)

<i>United States v. Green Plaza, Inc.</i>	4	OCAHO 618	1994
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 512	1993
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 665	1994
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO 336	1991

TOPICAL INDEX

04/30/2024

Inspection

<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO 353	1991
<i>United States v. Earl & Beverly McDougal d/b/a Grand Tradition</i>	4	OCAHO 687	1994
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO 321	1991
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993

NOTICE

Judicial Notice

<i>Robert Heath v. Amazee Global Ventures</i>	16	OCAHO 1433a	2022
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411b	2022
	15	OCAHO 1411a	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO 1395c	2022
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO 1437a	2022
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO 1447	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO 1434a	2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

NOTICE

Legal Rights

<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	1996

Letter of Determination

TOPICAL INDEX

04/30/2024

<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995

NOTICE

Matters Subject to Judicial Notice Should Be Relevant to the Proceedings

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411b	2022
-------------------------------------	----	-------------	------

Notice and Opportunity to Respond Prior to Taking Official Notice of a Material Fact

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411b	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395d	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO 1437b	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO 1447a	2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

NOTICE

Notice and Opportunity to Respond Provided Prior to Determination of Future Status of Case

<i>Robert Heath v. Amazee Global Ventures</i>	16	OCAHO	1433a	2022
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411a	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385d	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO	1437a	2022
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022

TOPICAL INDEX

04/30/2024

NOTICE

Notice of Deposition

Walied Shater v. Shell Oil Company 18 OCAHO 1504a 2023

Notice of Filing Construed As A Motion to Supplement Motion to Dismiss

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414c 2022

Notice of Inspection

United States v. Big Bear Market 1 OCAHO 48 1989

United States v. Citizens Utilities Company, Inc., Telephone Division 1 OCAHO 161 1990

United States v. Gauriel Vanounou d/b/a Surf's Up Custom T-Shirts 1 OCAHO 54 1989

United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant 1 OCAHO 130 1989

United States v. Stanford Sign and Awning, Inc. 10 OCAHO 1145 2012

TOPICAL INDEX

04/30/2024

NOTICE

Notice of Settlement

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
	18	OCAHO	1502	2023
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023

TOPICAL INDEX

04/30/2024

<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023

NOTICE

Notice of Subpoena

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	2013
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	302	1991
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023

Notice That Court May Deem Complaint Abandoned

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427b 2022

NOTICE

Notice That Request for Hearing May Be Deemed Abandoned

United States v. DJ's Transport 18 OCAHO 1488a 2024

United States v. Dubose Drilling, Inc. 18 OCAHO 1487a 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460a 2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459d 2023

United States v. Patmo Concrete LLC 17 OCAHO 1448a 2022

United States v. Royal Oak Brewing, Co. 17 OCAHO 1461 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

Official Notice

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433b 2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
	15	OCAHO	1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
	14	OCAHO	1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
	15	OCAHO	1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
	16	OCAHO	1418d	2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

NOTICE

Opportunity to Be Heard on Consideration of Non-Statutory Penalty Factor

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
--	----	-------	-------	------

Order Providing Notice of Apparent Death of a Party

<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435b	2024

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413c 2022

NOTICE

Order Providing Notice That Case Appeared Dismissible Based on Notice of Settlement

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

Order Providing Notice to Party's Successor in Interest

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

Party's Notice About Noncooperation in Discovery Construed As Discovery Motion

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

TOPICAL INDEX

04/30/2024

Respondent

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

NOTICE

Scheduling Issue Communication

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395b 2022

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437 2022

Robert Heath v. Smart Works, LLC 16 OCAHO 1434 2022

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418a 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410b 2022

TOPICAL INDEX

04/30/2024

NOTICE

Service

United States v. Honorio Carmona-Anica 5 OCAHO 770 1995

Statute of Limitations

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Subpoena

In re Investigation of Florida Rural Legal Services, Subpoena 3 OCAHO 428 1992

In re Investigation of Wal-Mart Stores, Subpoena 5 OCAHO 754 1995

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

TOPICAL INDEX

04/30/2024

NOTICE

Summary Decision

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 2002

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 638 1994

Telephonic Conference(s)

United States v. Jupiter Crab Company Restaurant 1 OCAHO 6 1988

Ten Day Notice Rule

United States v. Auburn University 3 OCAHO 564 1993

United States v. Frank's Meat Company, a Sole Proprietorship 3 OCAHO 513 1993

TOPICAL INDEX

04/30/2024

Upon Determination That Party Is Deceased, Notice Must Be Given to Successor in Interest

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

NOTICE OF APPEARANCE

<i>Tareq Ziad Fourad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414b	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

NOTICE OF APPEARANCE

ALJ Accepted Oral Notice of Appearance at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

ALJ Exercised Discretion to Accept Filing From Attorney Despite Lack of Notice of Appearance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center 18 OCAHO 1490 2023

ALJ Exercised Discretion to Accept Untimely Notice of Appearance

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438e 2023

Amicus Curiae Ordered to File Notice of Appearance

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

NOTICE OF APPEARANCE

Attorney Must File Notice of Appearance to Represent Party in OCAHO Proceedings

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

United States v. Black Belt Security & Investigation, LLC 17 OCAHO 1456d 2024

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. PJ's of Texas 18 OCAHO 1524 2024

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

US Tech Workers et al. v. Avant, LLC 19 OCAHO 1537 2024

US Tech Workers et al. v. Calamos Investments 19 OCAHO 1538 2024

US Tech Workers et al. v. Deere & Company 19 OCAHO 1539 2024

US Tech Workers et al. v. University of Chicago 19 OCAHO 1542 2024

US Tech Workers et al. v. W.W. Grainger, Inc. 19 OCAHO 1540 2024

US Tech Workers et al. v. Walgreens 19 OCAHO 1541 2024

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

TOPICAL INDEX

04/30/2024

NOTICE OF APPEARANCE

Attorney's Filing of Request for Hearing Constitutes Notice of Appearance

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022

DHS Form G-28 May Constitute Notice of Appearance If It Substantially Complies With Section 68.33(f)

<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
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Form EOIR-28 Does Not Satisfy OCAHO's Requirements for Notice of Appearance

<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
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TOPICAL INDEX

04/30/2024

IER Required to File Notice of Appearance

<i>In re Investigation of Georgia Institute of Technology</i>	15	OCAHO 1399	2021
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414a	2022

NOTICE OF APPEARANCE

In Section 1324a Cases, Request for Hearing Signed by Attorney Constitutes Notice of Appearance

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO 1456d	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487	2023

Individual Seeking to Represent Party Must Submit Notice of Appearance

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433	2022
<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO 1456d	2024

Notice of Appearance Must Include Case Name, Case Number, Party Name, and Certificate of Service

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

NOTICE OF APPEARANCE

Notice of Appearance Required for Clarity of Record

<i>In re Investigation of Georgia Institute of Technology</i>	15	OCAHO	1399	2021
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OCAHO Regulations Do Not Provide for Limited Appearances

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022

Oral Notice of Appearance

TOPICAL INDEX

04/30/2024

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439a 2022

NOTICE OF APPEARANCE

Order Clarifying Party Representation

United States v. Black Belt Security & Investigation, LLC 17 OCAHO 1456d 2024

Order Requiring Filing of Notice of Appearance

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Syed Faizzan Saghir v. Service Experts 16 OCAHO 1422 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

NOTICE OF APPEARANCE

Partner or General Officer Representing Company Must File Notice of Appearance

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
	17	OCAHO	1456d	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022

Registered Agent Representing Corporation Must File Notice of Appearance

<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022
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**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414c 2022

Tareq Ziad Fourad Zakarneh v. Intel Corporation 16 OCAHO 1414b 2022

16 OCAHO 1414b 2022

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

ALJ Exercised Discretion to Consider Contents of IER Notice

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427c 2022

Attendance at Status Conference

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443b 2024

Charge

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

TOPICAL INDEX

04/30/2024

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1031	1999
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
<i>Frank Farzin Nickman v. Mesa Air Group</i>	9	OCAHO	1113	2004
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO	716	1994
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	2009
	10	OCAHO	1128	2009
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	2004
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Charge Must Identify Name & Address of the Person or Entity Against Whom the Charge is Being Made

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
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TOPICAL INDEX

04/30/2024

Charge Requirement Is Intended to Put Respondent on Notice and Provide Opportunity for Conciliation

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

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

Complainant Generally May Not Bring OCAHO Claim Against Party Not Named in the Charge

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332b 2019

13 OCAHO 1332 2019

Complaint

TOPICAL INDEX

04/30/2024

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009
	10	OCAHO 1128	2009
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1052	2000
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Contents of a Charge Under Section 1324b

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO 1332b	2019
	13	OCAHO 1332	2019

Discrimination Actionable Only If OSC/IER Charge Filed Within 180 Days of Alleged Act

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504b	2024

TOPICAL INDEX

04/30/2024

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Document Abuse

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994

Ex Parte Communication(s)

<i>United States v. Red Lobster</i>	4	OCAHO 631	1994
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Exceptions to Requirement That Complainant Must Name Party in Charge Before Bringing OCAHO Claim

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO 1332b	2019
	13	OCAHO 1332	2019
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO 1332c	2020

TOPICAL INDEX

04/30/2024

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Filing A Timely IER Charge Is A Condition Precedent to Filing a 1324b Complaint With OCAHO

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Filing Amicus Curiae Brief

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414a	2022
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Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge

<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	2014
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TOPICAL INDEX

04/30/2024

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Filing of EEOC Charge Is Not A Condition Precedent to Filing of OSC Charge

Oswalde Woode v. Central Regional Hospital NCDHHS Agency 11 OCAHO 1235 2014

Generally

Alexsandr Yakubson v. Effective Security 6 OCAHO 858 1996

Grzegorz Pioterek v. Anderson Cleaning Systems, Inc. 3 OCAHO 484 1993

Jaycee George v. Bridgeport Jai-Alai, Inc. 3 OCAHO 537 1993

Margarita Yefremov v. New York City Department of Transportation 3 OCAHO 466 1992

United States v. McDonnell Douglas Corporation 3 OCAHO 507 1993

United States v. Patrol & Guard Enterprises, Inc. 8 OCAHO 1052 2000

IER "90 Day Letter" Is the Functional Equivalent of a "Right to Sue" Letter

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

IER Encouraged to Seek Leave and File Notices As Amicus Curiae or Intervenor

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427c 2022

IER is Appropriate Counsel to Apply to District Court for Enforcement of Subpoena

In re Investigation of Creative Resource Personnel, Inc.

12 OCAHO 1299 2017

IER May Broaden the Scope of an Investigation Beyond the Allegations Made in a Particular Charge

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X

14 OCAHO 1378 2020

TOPICAL INDEX

04/30/2024

IER May Conduct Investigations on Its Own Initiative

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

IER Required to File Notice of Appearance

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Intervenor

Hernandez v. Farley Candy Company 5 OCAHO 810 1995

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

Investigation(s)

TOPICAL INDEX

04/30/2024

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1049	2000
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	2013
<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO	1378	2020
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414d	2022
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	2000

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Investigatory Period

<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO	1048	2000
	8	OCAHO	1048	2000
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	2009
	10	OCAHO	1128	2009
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	2000

Invitation to IER to File Amicus Curiae Brief

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381a	2021

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Jurisdiction

<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	1995
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO	900	1996
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO	1070	2001
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO	1052	2000

Letter of Determination

TOPICAL INDEX

04/30/2024

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009
	10	OCAHO 1128	2009
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO 900	1996
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
	5	OCAHO 755	1995

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Memorandum of Understanding (MOU)

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370	2020
<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO 1313	2018
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>United States v. Auburn University</i>	4	OCAHO	617	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO	879	1996

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414d	2022
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Motion to Compel Release of IER Investigatory Records

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414d	2022
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Notification

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	2009
	10	OCAHO	1128	2009

TOPICAL INDEX

04/30/2024

<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
	5	OCAHO 755	1995

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

OCAHO ALJs Are Not Required to Give Any Evidence to IER's Determination

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO 1350	2020
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OCAHO Regulations Do Not Provide for Limited Appearances

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO 1427c	2022

OSC, A Separate and Distinct Party, Can Pursue Complaint-In-Intervention Without Charging Party

TOPICAL INDEX

04/30/2024

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1252 2015

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Party Who Files Charge With IER May File a Complaint With OCAHO Even If IER Dismisses the Charge

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Pattern or Practice

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

United States v. Pancho's Mexican Buffet, Inc. 4 OCAHO 632 1994

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Public Notice

United States v. Agripac, Inc. 8 OCAHO 1012 1998

TOPICAL INDEX

04/30/2024

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Requirement to File a Charge With IER Is Not Applicable in Cases Under Section 1324a

United States v. HRK Investments, Inc. 13 OCAHO 1318 2019

Retaliation

Jose Danilo Cruz v. Able Service Contractors, Inc. 6 OCAHO 837 1996

Sanctions

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 1994

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

TOPICAL INDEX

04/30/2024

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Settlement

<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO 1493b	2024
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386f	2021
<i>United States v. New Mexico State Fair</i>	6	OCAHO 898	1996

Statement of Interest

<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO 1443b	2024
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414a	2022

Statute of Limitations

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009
	10	OCAHO 1128	2009

TOPICAL INDEX

04/30/2024

<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	2014
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1028	1999
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	1995

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Subpoena

<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	1995
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO	751	1995
<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	2004
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO	621	1994
<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO	1378	2020
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO	748	1995

Untimely Charge

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
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TOPICAL INDEX

04/30/2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION**

Withdrawal

United States v. Auburn University

4 OCAHO 662 1994

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION INVESTIGATIONS**

IER May Broaden the Scope of an Investigation Beyond the Allegations Made in a Particular Charge

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X

14 OCAHO 1378 2020

IER May Conduct Investigations on Its Own Initiative

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X

14 OCAHO 1378 2020

Investigations on OSC/IER's Own Initiative May Occur Where There Is No Underlying Charge

TOPICAL INDEX

04/30/2024

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION 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

Motion to Compel Production of Records in Accordance with FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Motion to Compel Release of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

**OFFICE OF SPECIAL
COUNSEL/IMMIGRANT AND EMPLOYEE
RIGHTS SECTION INVESTIGATIONS**

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

OFFICIAL NOTICE

ALJ Consulted Rule 201 of the Federal Rules of Evidence When Taking Official Notice of a Document

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

OFFICIAL NOTICE

ALJ Took Official Notice of a Document to Establish a Material Fact

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022

Information Not Officially Noticed May Be Admissible Under General Evidentiary Standards

<i>United States v. Psychosomatic Fitness</i>	14	OCAHO	1387	2021
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Items for Which OCAHO Has Taken Official Notice

TOPICAL INDEX

04/30/2024

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

OFFICIAL NOTICE

Matters Subject to Judicial Notice Should Be Relevant to the Proceedings

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

May Be Appropriate If Material Fact Is Among Traditional Matters of Judicial Notice

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

15 OCAHO 1411b 2022

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418c 2022

16 OCAHO 1418b 2022

16 OCAHO 1418d 2023

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413d 2022

15 OCAHO 1413c 2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

OFFICIAL NOTICE

Notice and Opportunity to Respond Prior to Taking Official Notice of a Material Fact

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
	15	OCAHO	1413c	2022

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Tech Global Systems, Inc.

16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410d 2022

OFFICIAL NOTICE

Official Notice Inappropriate When Document Subject to Various Interpretations

United States v. Psychosomatic Fitness

14 OCAHO 1387 2021

Official Notice May Be Taken at Any Stage in Proceedings

United States v. Psychosomatic Fitness

14 OCAHO 1387 2021

Official Notice Under Administrative Procedure Act

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375c 2021

TOPICAL INDEX

04/30/2024

Order Denying Motion for Judicial Notice

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

OFFICIAL NOTICE

Order Taking Official Notice

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433b 2023

16 OCAHO 1433c 2023

Robert Heath v. Ancile, Inc. 15 OCAHO 1411c 2023

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385e 2023

14 OCAHO 1385f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395d 2023

15 OCAHO 1395e 2023

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437b 2023

16 OCAHO 1437c 2023

Robert Heath v. Infosoft Solutions 16 OCAHO 1447a 2023

16 OCAHO 1447b 2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419c	2023

OFFICIAL NOTICE

Order Taking Official Notice of Public Record Document

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

Some Courts View Official Notice as a Broader Concept Than Judicial Notice

TOPICAL INDEX

04/30/2024

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

OFFICIAL NOTICE

When Decision Rests on Official Notice of Material Fact, Party Entitled to Show Contrary

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375c 2021

ORDER(S)

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381k 2021

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437b 2023

Tareq Ziad Fourad Zakarneh v. Intel Corporation

16 OCAHO 1414b 2022

16 OCAHO 1414b 2022

16 OCAHO 1414b 2022

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439 2022

16 OCAHO 1439 2022

16 OCAHO 1439 2022

TOPICAL INDEX

04/30/2024

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439 2022

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

ORDER(S)

Advisory Opinion

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450g 2023

Walied Shater v. Shell Oil Company

18 OCAHO 1504 2023

ALJ Declined to Enter Scheduling Order When Settlement Officer Program Referral Was Pending

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1491 2023

ALJ Invited Supplemental Briefing on Apparent Death of a Party and Applicability of FRCP 25

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435a 2022

16 OCAHO 1435b 2024

TOPICAL INDEX

04/30/2024

ORDER(S)

ALJ May Correct Substantive or Clerical/Typographical Errors in Final Orders in 1324b Cases

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

Amended

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Felipe, Inc. 1 OCAHO 99 1989

1 OCAHO 101 1989

United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant 1 OCAHO 46 1989

United States v. Marcel Watch Corporation 1 OCAHO 169 1990

Anonymity

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

TOPICAL INDEX

04/30/2024

ORDER(S)

Answer

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022

Certification(s)

<i>United States v. Pedro Dominguez</i>	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996
	6	OCAHO	876	1996

TOPICAL INDEX

04/30/2024

Clarification

<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>United States v. Monfort, Inc.</i>	4	OCAHO 597	1994
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1052	2000

ORDER(S)

Compel Discovery

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388d	2021
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1125	2007
<i>Iron Workers Local 455 v. Lake Construction & Development Corporation</i>	7	OCAHO 964	1997
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1087	2002
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395a	2022
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO 544	1993
<i>United States v. Marvlee, Inc.</i>	5	OCAHO 728	1995
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO 560	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002

ORDER(S)

Consent

<i>United States v. IBP, Inc.</i>	5	OCAHO	766	1995
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	1994

Consideration of Non-Statutory Factor in Penalty Assessment

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
--	----	-------	-------	------

Courtesy Copy of Answer Attached to Order

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454a	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ORDER(S)

Default Judgment

United States of America v. Danielle Messineo 14 OCAHO 1367 2020

Denial of Motion to Dismiss

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Denial of Review

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 259 1990

TOPICAL INDEX

04/30/2024

ORDER(S)

Discharge of an Order to Show Cause

<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410a	2022
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024

TOPICAL INDEX

04/30/2024

ORDER(S)

Discharge of An Order to Show Cause on Jurisdiction

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432a	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

Discovery

<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	802	1995
<i>Martin A. Holguin v. Dona Ana Fashions</i>	3	OCAHO	582	1993
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO	613	1994
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1082	2002

ORDER(S)

Dismissal

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Elizabeth A. Kalil v. Utica City School District</i>	9	OCAHO	1101	2003
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	2001
	9	OCAHO	1066	2001
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>Robert Heath v. Vbeyond Corporation and an Anonymous Employer</i>	14	OCAHO	1368a	2020
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023

TOPICAL INDEX

04/30/2024

<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Sanhjeshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO 1453	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332g	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO 1452	2022
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474a	2023
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487b	2024
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386f	2021
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO 1497a	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO 1442	2022
<i>United States v. Milwhite, Inc.</i>	17	OCAHO 1469a	2023
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO 1543	2024
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO 1441	2022
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO 1448b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457c	2023
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO 596	1994
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO 1444b	2022

TOPICAL INDEX

04/30/2024

<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023

ORDER(S)

Dismissal With Prejudice

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021

TOPICAL INDEX

04/30/2024

<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402c	2022

ORDER(S)

Dismissal Without Prejudice

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Emiliano Rios-Villatoro</i>	14	OCAHO	1364	2020
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390a	2021
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

ORDER(S)

Errata/Erratum

<i>Ahmad S. Elhajomar v. City and County of Honolulu</i>	1	OCAHO	248	1990
<i>Cristina Escalante v. California Commerce Bank</i>	1	OCAHO	65	1989
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	140	1990
<i>Martha Navarro Mata v. Bear Creek Production Company</i>	1	OCAHO	241	1990

TOPICAL INDEX

04/30/2024

<i>Rafael Prieto v. News World Communications, Inc.</i>	1	OCAHO 177	1989
	1	OCAHO 178	1990
	1	OCAHO 177	1990
	1	OCAHO 177	1989
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO 118	1989
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO 153	1990

ORDER(S)

Extension of Time

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464	2022
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO 1471	2023
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO 1490	2023
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO 1450a	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362f	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462	2022

TOPICAL INDEX

04/30/2024

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO	811	1995
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479c	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520a	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460c	2023
<i>United States v. Klein's Kosher Pickle Company</i>	18	OCAHO	1500a	2024
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414</i>	16	OCAHO	1430	2022
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475	2023
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024

TOPICAL INDEX

04/30/2024

<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022

ORDER(S)

Extension of Time to File Answer

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
<i>DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center</i>	18	OCAHO	1490	2023
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams</i>	18	OCAHO	1481	2023
	18	OCAHO	1481	2023
<i>United States v. The Metro Group, Inc.</i>	19	OCAHO	1531	2024
<i>US Tech Workers et al. v. Avant, LLC</i>	19	OCAHO	1537	2024
<i>US Tech Workers et al. v. Calamos Investments</i>	19	OCAHO	1538	2024
<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024

TOPICAL INDEX

04/30/2024

US Tech Workers et al. v. W.W. Grainger, Inc.

19 OCAHO 1540 2024

US Tech Workers et al. v. Walgreens

19 OCAHO 1541 2024

ORDER(S)

Failure to Comply With Court Orders Frustrates Sound Case Management

Robert Paul Heath v. Tringapps

15 OCAHO 1410c 2022

Failure to Respond to Order for Prehearing Statements

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457b 2022

Failure to Respond to Order May Be Deemed a Waiver of Right to Appear and Contest Allegations

United States v. MRD Landscaping & Maintenance Corp.

15 OCAHO 1407c 2022

TOPICAL INDEX

04/30/2024

Final Order

<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO 1077	2001
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473b	2024
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO 1401	2021
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO 1484a	2023
<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO 1403	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372a	2022
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO 92	1989
<i>United States v. Danny Mathis d/b/a Mathis Maspory</i>	5	OCAHO 752	1995
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487b	2024
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386f	2021
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO 1543	2024
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO 91	1989

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363d 2021

ORDER(S)

Final Order Based on Consent Findings

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant

15 OCAHO 1403 2021

United States v. Capital Fireproof Door

14 OCAHO 1372a 2022

General Litigation Order

Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.

18 OCAHO 1522a 2024

Generally

Florinda Kattan v. Union League Club of Chicago

4 OCAHO 599 1994

TOPICAL INDEX

04/30/2024

Interlocutory Appeal

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 829	1995
<i>United States v. Power Operating Company</i>	3	OCAHO 561	1993

ORDER(S)

Jurisdiction

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023

Jurisdictionally Deficient Complaint

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396b	2022

TOPICAL INDEX

04/30/2024

ORDER(S)

Jury Trial

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 623 1994

Motion for Extension of time to File Dispositive Motions

United States v. Klein's Kosher Pickle Company 18 OCAHO 1500a 2024

Motion to Dismiss

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

Motion to Enforce Order Compelling Discovery

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

TOPICAL INDEX

04/30/2024

ORDER(S)

Motion to Enforce Previous Order

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332f 2020

Motion to Strike Deposition Errata Sheet

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332i 2020

Non-Compliance

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 1994

Notice and Opportunity to Respond Prior to Granting Summary Decision in Favor of Nonmoving Party

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

TOPICAL INDEX

04/30/2024

ORDER(S)

Notice That Request for Hearing May Be Deemed Abandoned

<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
	18	OCAHO	1488a	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459d	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022

OCAHO ALJs May Consider Motions for Clarification

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373e	2024
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

OCAHO ALJs May Consider Substantive Motions to Reconsider Interlocutory Orders

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381b	2021
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019

ORDER(S)

OCAHO Precedent Supports Issuing An Order to Show Cause Before Entering Default

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

ORDER(S)

Official Notice

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Psychosomatic Fitness</i>	14	OCAHO	1387	2021

ORDER(S)

Oral Decision Rendered At Prehearing Conference and Memorialized in Written Order

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386e	2021
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022

Order Accepting Joint Stipulation of Dismissal With Prejudice

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

ORDER(S)

Order Accepting Late Response to Order to Show Cause

United States v. Chilitto Pikin LLC

18 OCAHO 1486a 2024

Order Accepting Reply Filing

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

Order Accepting Reply Filing Submitted in Contravention of Regulations

United States v. Zarco Hotels Incorporated

18 OCAHO 1518 2024

Order Accepting Untimely Answer

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

ORDER(S)

Order Accepting Untimely Prehearing Statement

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023

Order Addressing Only Portions of a Filing That Constitute a Motion (i.e., Request Action by ALJ)

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	13811	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Order Allowing for Limited Jurisdictional Discovery

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

ORDER(S)

Order Amending E-Filing Order

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

Order Bifurcating Issues of Liability and Penalty

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

Order Canceling Status Conference

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456c 2023

TOPICAL INDEX

04/30/2024

Order Cancelling Prehearing Conference

<i>A.S. v. Amazon Web Services</i>	14	OCAHO 1381n	2021
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO 1421	2022

ORDER(S)

Order Clarifying Party Representation

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO 1456d	2024
	17	OCAHO 1456d	2024

Order Clarifying Prehearing Submissions

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

Order Clarifying Purpose of Status Conference

TOPICAL INDEX

04/30/2024

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443b 2024

ORDER(S)

Order Declining to Dismiss Complaint Based on Abandonment

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388f 2022

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

17 OCAHO 1471 2023

Sophie Ackermann v. Mindlance, Inc.

17 OCAHO 1462e 2024

17 OCAHO 1462e 2024

Order Deeming Complaint Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc

15 OCAHO 1388g 2022

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

TOPICAL INDEX

04/30/2024

Order Denying Discovery Motion

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

ORDER(S)

Order Denying Motion for a Protective Order

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385a 2021

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

Order Denying Motion for a Restraining Order

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

TOPICAL INDEX

04/30/2024

Order Denying Motion for Advisory Opinion

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023

ORDER(S)

Order Denying Motion for Clarification

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
------------------------------------	----	-------	-------	------

Order Denying Motion for Default Judgment

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Denying Motion for Deposition

Walied Shater v. Shell Oil Company 18 OCAHO 1504 2023

Order Denying Motion for Discovery

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438d 2023

16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

Order Denying Motion for Extension of Deadline to Appeal Final Order of ALJ

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417e 2024

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Denying Motion for Extension of Time

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324c 2021

Zaji Zajradhara v. Mariana Pharmacy

18 OCAHO 1507b 2024

Order Denying Motion for Judicial Notice

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Order Denying Motion for Jury Trial

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381c 2021

Order Denying Motion for Leave to File Sur-Reply

TOPICAL INDEX

04/30/2024

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464d 2023

ORDER(S)

Order Denying Motion for Order to Show Case As Moot

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471 2023

Order Denying Motion for Order to Show Cause

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

Order Denying Motion for Perjury Charges

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

Order Denying Motion for Preliminary Injunction

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

ORDER(S)

Order Denying Motion for Reconsideration

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381l 2021

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381e 2021

Alvin J. Green, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370a 2020

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Prakash Sinha v. Infosys Limited 14 OCAHO 1373e 2024

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450g 2023

Robert Heath v. Optnation and an Anonymous Employer 14 OCAHO 1374a 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432d 2023

Zaji Obatala Zajradhara v. GIG Partners 14 OCAHO 1363d 2021

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423d 2023

Order Denying Motion for Reconsideration of Order Denying Motion to Compel

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432d 2023

ORDER(S)

Order Denying Motion for Reconsideration of Order Issuing Stay of Proceedings

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432d 2023

Order Denying Motion for Sanction of Dismissal

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388f 2022

Order Denying Motion for Sanctions

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

ORDER(S)

Order Denying Motion for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400b 2022

Order Denying Motion for Stay of Proceedings

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

Order Denying Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

13 OCAHO 1332j 2021

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474 2023

United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo

14 OCAHO 1359a 2021

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438 2022

ORDER(S)

Order Denying Motion to Amend Complaint

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450k 2023

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

Order Denying Motion to Approve Subpoena

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

Order Denying Motion to Compel

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon WerServices, Inc.</i>	14	OCAHO	1381	2020
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388b	2021
	15	OCAHO	1388b	2021
	15	OCAHO	1388d	2021
<i>Martine Mbitaze v. Greenbelt Police Department</i>	14	OCAHO	1360a	2020
	14	OCAHO	1360	2020
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385b	2021
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375g	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
	16	OCAHO	1432d	2023
	16	OCAHO	1432b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363a	2020

ORDER(S)

Order Denying Motion to Compel With Respect to Overbroad and Vague Discovery Request

TOPICAL INDEX

04/30/2024

<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024

ORDER(S)

Order Denying Motion to Deem Complaint Abandoned as Discovery Sanction

<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
	17	OCAHO	1462e	2024

Order Denying Motion to Dismiss Based on Settlement

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023
--	----	-------	-------	------

Order Denying Motion to Enforce

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381f	2021
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Denying Motion to Extend Discovery Timeframe

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Order Denying Motion to Keep Record Open After Hearing

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375j 2023

Order Denying Motion to Request Waiver of Naturalization Application Requirements

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400c 2022

Order Denying Motion to Strike Answer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Denying Motion to Strike Discovery Responses

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

Order Denying Motion to Strike Evidence

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Order Denying Motion to Strike Opposition Brief

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

17 OCAHO 1475d 2023

TOPICAL INDEX

04/30/2024

Order Denying Motion to Treat Motion for Summary Decision as Conceded

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

ORDER(S)

Order Denying Motions as Impermissible Replies

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450i 2023

Order Denying Opposition to Motion as Moot

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426b 2022

Order Denying Party's Motion to Proceed Anonymously

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450b 2022

TOPICAL INDEX

04/30/2024

Order Denying Request for Disclosure of IER Investigatory Records

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

ORDER(S)

Order Denying Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375h 2022

Order Denying Request for Referral of Case to Other Offices or Agencies

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

Order Denying Request for Referral to Settlement Officer Program

Andrew Ewoma Ehere v. Hawaii Federal Credit Union

17 OCAHO 1471b 2023

TOPICAL INDEX

04/30/2024

Order Directing Complainant to Confirm Respondent's Current Address

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

ORDER(S)

Order Directing Complainant to Execute Service of Process

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Blossom Corporation

18 OCAHO 1523 2024

ORDER(S)

Order Directing Complainant to File Proof of Service of the Complaint on the Respondent

United States v. DJ's Transport

18 OCAHO 1488 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC

16 OCAHO 1431 2022

Order Directing Parties to File a Joint Status Report

Christanya Symplice v. New York City Health and Hospitals

18 OCAHO 1493a 2024

Vasana Leuthphova v. Printful, Inc.

19 OCAHO 1536 2024

Order Directing Parties to OCAHO's Practice Manual

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426 2022

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Directing Party to Provide a Written Status Report

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022

Order Directing Section 1324b Complainant to Provide Mailing Address For Respondent

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

ORDER(S)

Order Discharging Order to Show Cause for Status Report

<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023

Order Disclosing Ex Parte Communication

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462c	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501a	2023
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

ORDER(S)

Order Disclosing Ex Parte Filing

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462c	2023

Order Dismissing Complaint Pursuant to Rule 25 of the Federal Rules of Civil Procedure

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395f	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

ORDER(S)

Order Dismissing Motion to Dismiss as Moot

<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
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Order Dismissing Request for Hearing Based on Abandonment

TOPICAL INDEX

04/30/2024

<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022

ORDER(S)

Order Entering Default Judgment on Liability

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022

Order Exercising Discretion to Accept Late Filings Considering Short Filing Delay

<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486a	2024
--	----	-------	-------	------

Order Explaining OCAHO Procedural Requirements

TOPICAL INDEX

04/30/2024

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416g 2023

ORDER(S)

Order Extending Discovery Deadline

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

Order Extending Stay of Proceedings

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456c 2023

Order for Briefing on Remand

United States v. Edgemont Group, LLC

17 OCAHO 1470c 2023

Order for Clarification of Interest in Referral to Settlement Officer Program

TOPICAL INDEX

04/30/2024

Andrew Ewoma Ehere v. Hawaii Federal Credit Union 17 OCAHO 1471b 2023

ORDER(S)

Order for Prehearing Statements

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410a 2022

United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez 13 OCAHO 1341 2020

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460a 2022

United States v. Pita Pit Bakery, LLC 13 OCAHO 1339 2020

United States v. PJ's of Texas 18 OCAHO 1524 2024

Order for Status Report

Christanya Symplice v. New York City Health and Hospitals 18 OCAHO 1493a 2024

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413b 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456c 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

ORDER(S)

Order Granting in Part Motion to File Electronically

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
--	----	-------	-------	------

Order Granting Complainant's Motion to Dismiss

<i>Sanheshni Lata Hussain v. Amazon Web Services, Inc.</i>	17	OCAHO	1453	2022
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO	1429a	2022

Order Granting Extension of Settlement Officer Program Referral Period

TOPICAL INDEX

04/30/2024

Efrain Inocencio Vega v. BFS Asset Holding LLC 19 OCAHO 1534 2024

ORDER(S)

Order Granting Extension of Time to File Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464 2022

Artit Wangperawong v. Meta Platforms, Inc. 18 OCAHO 1510 2023

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC Training Center 18 OCAHO 1490 2023

Isabel Maria Parra Guerrero v. HireMadSkills, Inc. d/b/a Instant Teams 18 OCAHO 1481 2023

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462 2022

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456 2022

United States v. Brulotte Farms, Inc. 19 OCAHO 1527 2024

United States v. Patch Sub LLC, d/b/a Subway #12490 18 OCAHO 1521 2024

United States v. Satguru Enterprises, Inc., d/b/a 7-Eleven Store #29718, d/b/a 7-Eleven Store #15558, d/b/a 7-Eleven Store #32414 16 OCAHO 1430 2022

United States v. The Metro Group, Inc. 19 OCAHO 1531 2024

US Tech Workers et al. v. Avant, LLC 19 OCAHO 1537 2024

US Tech Workers et al. v. Calamos Investments 19 OCAHO 1538 2024

TOPICAL INDEX

04/30/2024

<i>US Tech Workers et al. v. Deere & Company</i>	19	OCAHO	1539	2024
<i>US Tech Workers et al. v. University of Chicago</i>	19	OCAHO	1542	2024
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024
<i>US Tech Workers et al. v. Walgreens</i>	19	OCAHO	1541	2024

ORDER(S)

Order Granting Extension of Time to File Prehearing Statement

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024

Order Granting Extension of Time to File Reply to Answer to Complaint

<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
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Order Granting Extension of Time to Respond to Motion to Dismiss

TOPICAL INDEX

04/30/2024

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475 2023

17 OCAHO 1475c 2023

ORDER(S)

Order Granting Extension of Time to Respond to Order to Show Cause

United States v. Glen Echo Pharmacy, Inc.

18 OCAHO 1520a 2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423b 2022

Order Granting Extension of Time to Supplement Discovery

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

Order Granting in Part and Denying in Part Motion to Compel Discovery

Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes

16 OCAHO 1440 2022

TOPICAL INDEX

04/30/2024

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024
<i>Travis Darnell Austin v. Specialized Staffing Solutions, Inc.</i>	18	OCAHO	1513	2023

ORDER(S)

Order Granting in Part and Denying in Part Motion to Dismiss

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
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Order Granting in Part Motion for Summary Decision

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022

Order Granting Joint Motion to Amend Scheduling Order

TOPICAL INDEX

04/30/2024

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

ORDER(S)

Order Granting Joint Motion to Dismiss Based on Settlement

Christanya Symplice v. New York Health and Hospitals Corporation 18 OCAHO 1493b 2024

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams 16 OCAHO 1481a 2023

Jack Graham v. Ameriflight 18 OCAHO 1482 2023

Jose Toro v. Bioreference Laboratories 18 OCAHO 1511a 2024

United States v. Cabello Recovery and Auction Services, Inc. 18 OCAHO 1514a 2024

United States v. Chagrin Valley Paving, Inc. 18 OCAHO 1502 2023

18 OCAHO 1502 2023

United States v. Dilligas Corp., d/b/a US Got People 19 OCAHO 1526 2024

United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen 18 OCAHO 1485c 2024

United States v. El Camino, LLC 18 OCAHO 1479d 2023

United States v. El Vajio, LLC 17 OCAHO 1466 2022

United States v. Facebook, Inc. 14 OCAHO 1386f 2021

TOPICAL INDEX

04/30/2024

<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
	17	OCAHO	1455	2022
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022

TOPICAL INDEX

04/30/2024

United States v. Upright Installation Services, Corp.

18 OCAHO 1494a 2023

ORDER(S)

Order Granting Joint Motion to Dismiss With Prejudice

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

Order Granting Joint Motion to Dismiss Without prejudice

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

Order Granting Leave to Amend Complaint

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor

14 OCAHO 1362d 2023

14 OCAHO 1362d 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

ORDER(S)

Order Granting Motion for Clarification of the Contents of the Record

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
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Order Granting Motion for Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
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Order Granting Motion for Entry of Protective Order

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386d	2021

ORDER(S)

Order Granting Motion for Extension of Briefing Deadline

<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479a	2023
	18	OCAHO	1479c	2023

Order Granting Motion for Extension of Time to File Dispositive Motions

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO	1519	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460c	2023
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446a	2023

TOPICAL INDEX

04/30/2024

Order Granting Motion for Hearing Transcript Due to Indigency

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432i 2024

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426g 2024

ORDER(S)

Order Granting Motion for Leave to Amend Certificate of Service

In re Investigation of Georgia Institute of Technology 15 OCAHO 1399 2021

Order Granting Motion for Leave to Amend Complaint

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446 2022

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394a 2021

TOPICAL INDEX

04/30/2024

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475a 2023

ORDER(S)

Order Granting Motion for Leave to File a Reply

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464c 2023

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450j 2023

17 OCAHO 1450i 2023

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385b 2021

Steven Brown et al. v. Pilgrim's Pride Corporation

14 OCAHO 1379b 2022

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475d 2023

Order Granting Motion for Leave to File a Sur-Reply

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450j 2023

TOPICAL INDEX

04/30/2024

Order Granting Motion for Leave to File Amended Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

ORDER(S)

Order Granting Motion for Leave to File Answer

DuVaughn Joseph Lowden, Jr. v. Ann Arbor Electrical JATC 18 OCAHO 1490a 2024

Order Granting Motion for Summary Decision

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Maverick Construction LLC 15 OCAHO 1405 2021

Order Granting Motion Requesting Copy of Answer

TOPICAL INDEX

04/30/2024

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454a 2022

ORDER(S)

Order Granting Motion to Accept Untimely Filing

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

Order Granting Motion to Admit Rebuttal Evidence

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Order Granting Motion to Amend Scheduling Order

Travis Darnell Austin v. Specialized Staffing Solutions, Inc.

18 OCAHO 1513 2023

Order Granting Motion to Compel

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388d	2021
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. JR Contractors, Inc.</i>	15	OCAHO	1406	2021
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023

ORDER(S)

Order Granting Motion to Consider Initial Disclosures

<i>Andrew Ewoma Ehere v. Hawaii Federal Credit Union</i>	17	OCAHO	1471b	2023
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Order Granting Motion to Correct the Record

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
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Order Granting Motion to Dismiss

TOPICAL INDEX

04/30/2024

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473b	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504b	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417d	2023

ORDER(S)

Order Granting Motion to Extend Case Deadlines

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362f	2023
<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO 1519	2024

Order Granting Motion to Extend Discovery Timeframe

<i>United States v. Duncan Family Farms, Inc.</i>	18	OCAHO 1519	2024
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Order Granting Motion to Substitute Counsel

TOPICAL INDEX

04/30/2024

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479b	2023
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

ORDER(S)

Order Granting Motion to Supplement Motion to Dismiss

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414c	2022
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Order Granting Motion to Voluntarily Withdraw Complaint and Dismiss

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
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Order Granting Oral Motion

TOPICAL INDEX

04/30/2024

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439a 2022

ORDER(S)

Order Granting Request for Continuance of Prehearing Conference

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

Robert Heath v. Rang Technologies

16 OCAHO 1420 2022

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

United States v. Muniz Concrete & Contracting, Inc.

19 OCAHO 1535 2024

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375e 2022

Order Granting Request for Hearing Continuance

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375c 2021

Order Granting Request to Extend Discovery Period

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381f	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381e	2021
	14	OCAHO	1381i	2021
<i>R.S. v. NVIDIA Corp.</i>	17	OCAHO	1450a	2022
<i>Robert Heath v. Asta CRS, Inc.</i>	14	OCAHO	1385	2021

ORDER(S)

Order Granting Shorter Extension of Time to File Answer Than Requested

<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO	1510	2023
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Order Granting Unopposed Motion to File Reply Addressing Arguments Raised in Opposition Brief

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
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Order Granting Withdrawal of Counsel

TOPICAL INDEX

04/30/2024

United States v. Facebook, Inc. 14 OCAHO 1386e 2021

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

ORDER(S)

Order Identifying Question on Remand

United States v. Edgemont Group, LLC 17 OCAHO 1470c 2023

Order Imposing Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Order Imposing Requirement to Meet and Confer Prior to Filing Motion

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375g 2022

TOPICAL INDEX

04/30/2024

Order Imposing Sanction Assuming Discovery Responses Would Be Adverse to Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

ORDER(S)

Order Issuing Stay of Motion Response Deadline During Settlement Officer Program Referral

United States v. Fresco Produce, Inc. 19 OCAHO 1530b 2024

Order Issuing Stay of Proceedings

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Cassandra Monty v. USA2Go Quick Stores 16 OCAHO 1443 2022

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Nitin Degaonkar v. Infosys Limited 15 OCAHO 1393a 2022

Prakash Sinha v. Infosys Limited 14 OCAHO 1373c 2023

Robert Heath v. Amazee Global Ventures 16 OCAHO 1433a 2022

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385d	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
	15	OCAHO	1395b	2022
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO	1437a	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434a	2022
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

ORDER(S)

Order Issuing Stay of Proceedings

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381o 2022

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433 2022

Robert Heath v. Smart Works, LLC

16 OCAHO 1434 2022

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418a 2022

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413a 2022

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410b 2022

Order Lifting Stay of Proceedings

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381p 2024

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388h 2024

TOPICAL INDEX

04/30/2024

<i>Christanya Symplice v. New York City Health and Hospitals</i>	18	OCAHO	1493a	2024
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438h	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023

ORDER(S)

Order Lifting Stay of Proceedings and Dismissing Case

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
--	----	-------	-------	------

Order Memorializing Prehearing Conference

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381i	2021
<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1491	2023
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530	2024

TOPICAL INDEX

04/30/2024

Y.Y. v. Zuora

15 OCAHO 1402b 2022

ORDER(S)

Order Modifying Case Schedule

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

United States v. Commander Produce, LLC

16 OCAHO 1428b 2022

United States v. MSNF Foods LLC d/b/a Domino's Pizza

17 OCAHO 1459b 2023

United States v. Tuesday Line, Inc. d/b/a Captain Jack's

16 OCAHO 1425 2022

Order Not Considering Sur-reply Filed in Derogation of OCAHO Rules

Degaonkar v. Infosys Ltd.

15 OCAHO 1393 2021

Order of Inquiry

Him Yeung v. Washington State Department of Licensing

17 OCAHO 1473 2023

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373	2020
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO 1523	2024

ORDER(S)

Order on Cross-Motions for Summary Decision

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

Order on Penalties

<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
---	----	-------------	------

Order Permitting ICE to File Supplemental Evidence on Violation Date to Meet Burden on Penalties

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416a	2022
--	----	-------------	------

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Permitting Party to File Supplemental Brief With Evidence on Damages

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
<i>United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge</i>	15	OCAHO	1412	2022

Order Providing Notice of Apparent Death of a Party

<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022

Order Providing Notice to Party's Successor in Interest

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435b	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

ORDER(S)

Order Providing Parties With Updated Case Schedule

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Referring Case to Settlement Officer Program

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1491	2023
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471d	2023
<i>United States v. Chilitto Pikin, LLC</i>	18	OCAHO	1486b	2024
<i>United States v. DNT Construction, Inc.</i>	19	OCAHO	1529	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530a	2024
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024

Order Regarding Service of Process

<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO	1477	2023
--	----	-------	------	------

Order Reissuing Prior Order and Resetting Deadlines

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

ORDER(S)

Order Rejecting Discovery Request Containing No Motion and Not Done at Court's Direction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510a 2023

Order Rejecting Discovery Requests Filed with OCAHO When They Were Not Required by the ALJ

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510a 2023

United States v. Klein's Kosher Pickle Company

18 OCAHO 1500 2023

Walied Shater v. Shell Oil Company

18 OCAHO 1504a 2023

Order Rejecting Filing Submitted by Email When Case Was Not Enrolled in Electronic Filing

United States v. Chinese Back Rub d/b/a Chinese Massage

16 OCAHO 1424 2022

United States v. Pasquel Hermanos, Inc.

18 OCAHO 1506a 2024

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Rejecting Oral Motion

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450c	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386e	2021
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO 1530	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375d	2022

Order Rejecting Submission Lacking Certificate of Service

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400a	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416g	2023
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO 1407b	2022

Order Rejecting Unclear Submission

TOPICAL INDEX

04/30/2024

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388e 2021

ORDER(S)

Order Rejecting Unsolicited Evidentiary Submission That Was Not Accompanied By A Motion

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471a 2023

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450e 2023

Order Requiring Complainant to Submit Filing Status Stating Whether Complainant Intends to Continue Case

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388f 2022

Order Requiring Filing of Amended Answer

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456a 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460b 2023

United States v. Walmart Inc. (Bethlehem)

17 OCAHO 1475a 2023

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Requiring Filing of Amended Complaint

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

Order Requiring Filing of Notice of Appearance

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464	2022
<i>In re Investigation of Georgia Institute of Technology</i>	15	OCAHO	1399	2021
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414a	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438b	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426 2022

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

ORDER(S)

Order Requiring Filing of Settlement Agreement When One Party Was Pro Se

Jose Ramon Toro v. Bioreference Laboratories 18 OCAHO 1511 2023

Order Requiring Motion to Withdraw as Counsel

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435b 2024

Order Requiring Parties to File Copy of Settlement Agreement

Jose Ramon Toro v. Bioreference Laboratories 18 OCAHO 1511 2023

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant 18 OCAHO 1492 2023

TOPICAL INDEX

04/30/2024

ORDER(S)

Order Requiring Parties to Submit Status Report Describing Attempts to Meet and Confer

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

Order Resetting Deadlines for Supplemental Filing Based on Updated Party Address

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

Order Resetting Dispositive Motions Deadlines

TOPICAL INDEX

04/30/2024

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459d 2023

ORDER(S)

Order Resetting Settlement Officer Program Referral Period

United States v. Black Belt Security & Investigation, LLC

17 OCAHO 1456d 2024

Order Retroactively Granting Extension of Time to Respond to Discovery

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

Order Seeking Supplemental Briefing From Parties on Whether to Construe Complaint as Amended

R.S. v. Lattice Semiconductor

14 OCAHO 1362c 2022

Order Seeking Supplemental Briefing From the Parties

TOPICAL INDEX

04/30/2024

<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO	1443a	2022
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436a	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475d	2023

ORDER(S)

Order Setting Case Schedule

<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

Order Setting Initial Prehearing Conference

<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO	1407c	2022
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402a	2022

ORDER(S)

Order Setting Posthearing Briefing Schedule

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023
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Order Setting Prehearing Conference After Extension of Stay of Proceedings

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
---	----	-------	-------	------

Order Setting Status Conference

TOPICAL INDEX

04/30/2024

United States v. Ron's Temporary Help Services

18 OCAHO 1496 2023

ORDER(S)

Order Starting 90-Day Window to File a Motion to Substitute Under Rule 25 of FRCP

Robert Heath v. Ancile, Inc.

15 OCAHO 1411c 2023

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437c 2023

Robert Heath v. Infosoft Solutions

16 OCAHO 1447b 2023

Robert Heath v. Smart Works, LLC

16 OCAHO 1434b 2023

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418d 2023

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427c 2022

Robert Paul Heath v. Tech Global Systems, Inc.

16 OCAHO 1419c 2023

Order Striking Amended Complaint

United States v. Sal's Lounge

15 OCAHO 1394 2021

TOPICAL INDEX

04/30/2024

Order Summarizing Posthearing Conference

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375j	2023
	14	OCAHO 1375k	2023

ORDER(S)

Order Summarizing Prehearing Conference

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1491	2023
<i>Artit Wangperawong v. Meta Platforms, Inc.</i>	18	OCAHO 1510b	2024
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO 1484a	2023
	18	OCAHO 1484b	2024
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO 1485	2023
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO 1485b	2023
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386e	2021
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416h	2024
	16	OCAHO 1416f	2023
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO 1506	2023

TOPICAL INDEX

04/30/2024

<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375c	2021
	14	OCAHO	1375d	2022
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024

ORDER(S)

Order Taking Official Notice

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411c	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
	14	OCAHO	1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
	16	OCAHO	1447b	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419c	2023

ORDER(S)

Order Taking Official Notice of Public Record Document

<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO	1411b	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

Order to Show Cause for Failure to File a Prehearing Statement

TOPICAL INDEX

04/30/2024

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432	2022

ORDER(S)

Order to Show Cause For Failure to File Answer

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
	18	OCAHO	1487	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407a	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Mariana Pharmacy

18 OCAHO 1507 2023

ORDER(S)

Order to Show Cause for Failure to Respond to Order

United States v. MRD Landscaping & Maintenance, Corp.

15 OCAHO 1407a 2022

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457 2022

Order to Show Cause for Failure to Respond to Order of Inquiry

Him Yeung v. Washington State Department of Licensing

17 OCAHO 1473a 2023

Order to Show Cause for Status Report

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435a 2022

16 OCAHO 1435b 2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421a 2022

Robert Paul Heath v. Tringapps 15 OCAHO 1410c 2022

ORDER(S)

Order to Show Cause for Untimely Answer

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460b 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507a 2023

Order to Show Cause for Untimely Filing Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460b 2023

17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC 17 OCAHO 1457b 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432 2022

ORDER(S)

Order to Show Cause on Jurisdiction

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

Order to Show Cause Regarding Subpoenas

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395 2021

Order to Show Cause to Amicus Curiae for Failure to Seek Leave of ALJ to File Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414a 2022

Order to Show Cause to Complainant Regarding Amended Complaint

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423a 2022

ORDER(S)

Order to Show Cause Why Claim Should Not Be Dismissed for Lack of Subject Matter Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

Jayaben Patel v. USCIS Boston

14 OCAHO 1353 2020

Order to Show Cause Why Complaint Should Not Be Dismissed

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381a 2021

Order to Show Cause Why Request for Hearing Should Not Be Dismissed

United States v. Commander Produce, LLC

16 OCAHO 1428a 2022

United States v. Dubose Drilling, Inc.

18 OCAHO 1487a 2023

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416 2022

TOPICAL INDEX

04/30/2024

United States v. MRD Landscaping & Maintenance, Corp.

15 OCAHO 1407a 2022

United States v. Sal's Lounge

15 OCAHO 1394b 2022

ORDER(S)

Order Vacating Case Schedule and Deadlines

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Order Vacating Filing Deadline

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456b 2023

Order Vacating Prehearing Conference and Hearing Dates

Cassandra Monty v. USA2Go Quick Stores

16 OCAHO 1443 2022

TOPICAL INDEX

04/30/2024

Order(s)

Elizabeth A. Kalil v. Utica City School District

9 OCAHO 1101 2003

ORDER(S)

Parties Jointly Moved to Dismiss With Prejudice at Prehearing Conference

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

Parties Jointly Moved to Dismiss Without Prejudice at Prehearing Conference

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

Parties Orally Provided Notice of Settlement at Prehearing Conference

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

TOPICAL INDEX

04/30/2024

ORDER(S)

Party Ordered to Indicate Intent to Continue Pursuing Litigation

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022

Posthearing Order

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432h	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426f	2024

Prehearing

TOPICAL INDEX

04/30/2024

United States v. Sunshine Building Maintenance, Inc.

7 OCAHO 997 1998

ORDER(S)

Prehearing Order

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Prehearing Statements

United States v. Muniz Concrete & Contracting, Inc.

19 OCAHO 1535 2024

United States v. PJ's of Texas

18 OCAHO 1524 2024

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Protective Order(s)

TOPICAL INDEX

04/30/2024

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO	416	1991
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO	763	1995
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	415	1991
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	1992
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO	813	1995
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385a	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>United States v. Agripac, Inc.</i>	8	OCAHO	1012	1998
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO	731	1995
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
<i>United States v. Guardsmark</i>	4	OCAHO	614	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO 302	1991
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO 119	1989
<i>United States v. R & C Tours (Guam), Inc.</i>	2	OCAHO 393	1989
<i>United States v. Roberto C. Davila</i>	6	OCAHO 902	1996
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 555	1993
<i>United States v. San Diego Semiconductors, Inc.</i>	1	OCAHO 180	1990
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO 422	1992
<i>United States v. William D. Clark d/b/a Tidwell Medical Center</i>	5	OCAHO 771	1995

ORDER(S)

Reconsideration

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO 13811	2021
<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO 1381e	2021
	14	OCAHO 1381b	2021
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373e	2024
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450g	2023
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 811	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1098	2003
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1098	2003
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432d	2023
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO 1363d	2021
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423d	2023

ORDER(S)

Request for Attorney Fees Denied as Premature

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388b	2021
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO 1362g	2024

Request for Attorney Fees for Motion to Compel Denied as Premature

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO 1388b	2021
	15	OCAHO 1388d	2021

TOPICAL INDEX

04/30/2024

	<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
ORDER(S)					
Restraining					
	<i>Anthony F. Lundy v. OOCL, Inc.</i>	1	OCAHO	215	1990
		1	OCAHO	196	1990
Revocation of Electronic Filing Privileges					
	<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388a	2021
	<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024
Sanctions					
	<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	2003
	<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462d	2024

TOPICAL INDEX

04/30/2024

United States v. Alberto Noriega-Perez 5 OCAHO 811 1995

ORDER(S)

Setting Aside Order

United States v. Monica Zapata-Cosio 4 OCAHO 685 1994

Show Cause

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 2019

Carlos Alfredo Osorno v. Cesar Geraldo, Owner, Reliable Graphics, Inc. 1 OCAHO 251 1990

Crecencio Cabrera Mendez v. Jim Daniels 2 OCAHO 374 1991

Faustin Gneze Zohouidy v. The Georgia Department of Labor 18 OCAHO 1480 2023

Florinda Kattan v. Union League Club of Chicago 3 OCAHO 586 1993

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473a 2023

Jairo Diaz v. Canteen Corporation 2 OCAHO 332 1991

Jose Proto Alcaraz v. General Motors Corporation 7 OCAHO 962 1997

TOPICAL INDEX

04/30/2024

<i>Lazaro Antonio Arrieta v. Michigan Employment Security Commission</i>	3	OCAHO 471	1992
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO 508	1993
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO 519	1993
<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO 1419	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462a	2023
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO 375	1991
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332d	2020
<i>Troncoso v. Ferlin Service Industries</i>	1	OCAHO 110	1989
<i>United States v. Abel Galvez-Malgarejo</i>	4	OCAHO 684	1994
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 699	1994
	4	OCAHO 655	1994
<i>United States v. Auburn University</i>	4	OCAHO 658	1994
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO 719	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Bubble Fashions Company, Inc. d/b/a Hi-Tide Fashions</i>	2	OCAHO 355	1991
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO 1514	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428a	2022
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992
<i>United States v. DJ's Transport</i>	18	OCAHO 1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487a	2023
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO 132	1990
<i>United States v. Ferrantino Fuel Corp.</i>	13	OCAHO 1335	2020
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO 317	1991
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO 1520	2024
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 681	1994
<i>United States v. John Morales d/b/a Riverside Insulation</i>	1	OCAHO 197	1990
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416	2022
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO 544	1993
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO 616	1994
<i>United States v. Mireya Pedraza-Guzman</i>	5	OCAHO 792	1995
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO 1407a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 292	1991
	2	OCAHO 318	1991
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO 1512	2023
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO 1398	2021
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO 659	1994
<i>United States v. Sal's Lounge</i>	15	OCAHO 1394b	2022
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO 336	1991
<i>United States v. South Bay Auto Detail</i>	1	OCAHO 68	1989
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO 1444a	2022
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	4	OCAHO 634	1994
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993
<i>United States v. Ziagul Zekreya</i>	4	OCAHO 683	1994
	4	OCAHO 677	1994
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO 1507a	2023

TOPICAL INDEX

04/30/2024

ORDER(S)

Status Report

<i>Christanya Symplice v. New York City Health and Hospitals</i>	18	OCAHO	1493a	2024
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435a	2022
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

Summary Decision

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO	1337	2019
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	2003
<i>Daniel Joseph Bendig v. Conoco, Inc.</i>	9	OCAHO	1077	2001
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO	1066	2001
	9	OCAHO	1066	2001

TOPICAL INDEX

04/30/2024

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1110	2004
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO 1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO 1409	2021
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO 1286	2016
<i>United States v. Maverick Construction LLC</i>	15	OCAHO 1405	2021
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO 1387a	2021
<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO 1382	2020
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021

TOPICAL INDEX

04/30/2024

ORDER(S)

Supplemental

<i>United States v. Big Bear Market</i>	1	OCAHO 49	1989
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1098	2003

Transcript Certification

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432h	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426f	2024

Unpublished

<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995
--	---	-----------	------

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

TOPICAL INDEX

04/30/2024

Absent Extension of Time, Employer Cannot Avoid Liability by Submitting I-9s Later in Process

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Accrual Date of a Paperwork Violation Depends on the Specific Violation

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

United States v. Visiontron Corp. 13 OCAHO 1348 2020

Admission(s)

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. WSC Plumbing, Inc. 9 OCAHO 1062 2000

United States v. Zip City Partner, L.P. d/b/a Zip City Brewing 7 OCAHO 965 1997

TOPICAL INDEX

04/30/2024

Affirmative Defense(s)

<i>United States v. Barnett Taylor, LLC, d/b/a Burger King</i>	10	OCAHO 1155	2012
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1062	2000
<i>United States v. Zip City Partner, L.P. d/b/a Zip City Brewing</i>	7	OCAHO 965	1997

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Calculating the Date a Timeliness Paperwork Violation Occurred

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416b	2023

Cease and Desist

<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO 596	1994
---	---	-----------	------

Cease and Desist Order Inapplicable to Paperwork Violations

TOPICAL INDEX

04/30/2024

<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO	1403	2021
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Civil Money Penalty

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO	831	1996
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO	694	1994
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. El Azteca Dunkirk, Inc.</i>	10	OCAHO	1172	2013
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO	737	1995
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO	604	1994
<i>United States v. Four Star Knitting, Inc.</i>	6	OCAHO	868	1996
<i>United States v. Giambli Enterprises</i>	6	OCAHO	834	1996
	5	OCAHO	817	1995
<i>United States v. Great Bend Packing Company</i>	6	OCAHO	835	1996
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO	1142	2011

TOPICAL INDEX

04/30/2024

<i>United States v. Irma Hernandez</i>	8	OCAHO 1043	2000
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO 1139	2011
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO 1436b	2023
<i>United States v. La Hacienda Mexican Café</i>	10	OCAHO 1167	2013
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO 986	1998
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO 1013	1998
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO 958	1997
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
<i>United States v. Taste of China</i>	10	OCAHO 1164	2013

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

TOPICAL INDEX

04/30/2024

Civil Penalties

United States v. Jabil Circuit, Inc. 10 OCAHO 1146 2012

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Completion

United States v. Big Bear Market 1 OCAHO 48 1989

United States v. Boo Bears Den 1 OCAHO 71 1989

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant 1 OCAHO 130 1989

United States v. Mester Manufacturing Company 1 OCAHO 18 1988

United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers 1 OCAHO 154 1990

United States v. New China Buffet Restaurant 10 OCAHO 1133 2010

Completion of I-9 after Notice of Inspection

TOPICAL INDEX

04/30/2024

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Completion of I-9 for Employee Who Works Fewer Than Three Business Days

United States v. A&J Kyoto Japanese Restaurant, Inc.

10 OCAHO 1186 2013

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant

10 OCAHO 1208 2014

Compliance

United States v. Corporate Loss Prevention Associates, Ltd.

6 OCAHO 886 1996

Continuing Violation(s)

United States v. Curran Engineering Company, Inc.

7 OCAHO 975 1997

United States v. Executive Cleaning Services of Long Island, Ltd.

13 OCAHO 1314 2018

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

TOPICAL INDEX

04/30/2024

<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO 940	1997
<i>United States v. Visiontron Corp.</i>	13	OCAHO 1348	2020
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1071	2001
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1061	2000

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Copying and Attaching Verification Documents Without Properly Completing Form I-9

<i>United States v. Super 8 Motel & Vilella Italian Restaurant</i>	10	OCAHO 1191	2013
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Copying Employment Eligibility Documents Doesn't Excuse Employer's Failure to Complete Section 2

<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO 1201	2013
<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO 1186	2013
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO 1199	2013

Copying Verification Documents

TOPICAL INDEX

04/30/2024

<i>United States v. International Packaging, Inc.</i>	12	OCAHO 1275	2016
	12	OCAHO 1275	2016
<i>United States v. Seven Elephants Distributing Corp.</i>	10	OCAHO 1173	2013

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Creation of False Section 2 Attestations Is Substantive Violation

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO 1242	2015
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Date of Hire Is Critical to Assessing Penalties for Timeliness Paperwork

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416b	2023
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Default

<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO 983	1998
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TOPICAL INDEX

04/30/2024

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Defense(s)

<i>United States v. Alberta Sosa, Inc.</i>	4	OCAHO 720	1994
<i>United States v. Anthony Borrelli and Sons, Inc.</i>	8	OCAHO 1027	1999
<i>United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant</i>	5	OCAHO 723	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO 592	1994
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO 606	1994
<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO 583	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1062	2000

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee

<i>United States v. International Packaging, Inc.</i>	12	OCAHO 1275	2016
	12	OCAHO 1275	2016

Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO 1255	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO 1247	2015
	11	OCAHO 1247	2015
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO 1265	2015

Employee's Failure to Check Box Attesting to Status or Sign Section 1 is a Substantive Violation

TOPICAL INDEX

04/30/2024

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Employee's Failure to Complete Citizenship Attestation Constitutes Serious Substantive Violation

United States v. Super 8 Motel & Villella Italian Restaurant 10 OCAHO 1191 2013

Employees Must Attest to Specific Category of Employment Eligibility in Which They Fit

*Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement;
Office of the Chief Administrative Hearing Officer* 10 OCAHO 1201 2013

Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

TOPICAL INDEX

04/30/2024

Employer is Liable for Only One Violation Per Form I-9

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	2013

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Employer Must Complete Form I-9 Section 2 Within 3 Business Days of Employee's First Day of Work

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

Employer Must Ensure Employee Completes and Signs Form I-9 Section 1 On Date of Hire

TOPICAL INDEX

04/30/2024

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Employer Must Reverify An Employee's Expired Employment Authorization on Section 3 of Form 1-9

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
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Employer Responsibility

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO	611	1994
<i>United States v. Burns and Intra-Continental Enterprises</i>	5	OCAHO	768	1995
<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO	307	1991

TOPICAL INDEX

04/30/2024

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO 1095	2003
<i>United States v. El Paso Hospitality, Inc.</i>	5	OCAHO 737	1995
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO 592	1994
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO 591	1993
<i>United States v. Giambli Enterprises</i>	5	OCAHO 817	1995
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO 627	1994
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 670	1994
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO 769	1995
<i>United States v. Manuel Orozco-Minjares</i>	4	OCAHO 606	1994
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO 329	1991
	2	OCAHO 329	1991
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 354	1991
<i>United States v. R&M Fashion, Inc.</i>	6	OCAHO 826	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 492	1993
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995
<i>United States v. Vogue Pleating, Stitching & Embroidery Corporation</i>	5	OCAHO 782	1995
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Employer Who Signs Section 2 With Electronic Signature Must Follow Applicable Regulations

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO 1301	2017
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Employer's Failure to Ensure Employee Attests to Status in Section 1 is a Substantive Violation

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO 1214	2014
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Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation

<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO 1338	2020
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TOPICAL INDEX

04/30/2024

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016

TOPICAL INDEX

04/30/2024

Employers Must Prepare and Retain Forms I-9 for Employees Hired After November 6, 1986

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

TOPICAL INDEX

04/30/2024

Employers Not At Liberty to Create Own Alternative Employment Eligibility Verification Systems

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Examining Copies of Employee Documents Insufficient Where Law Requires Examination of Originals

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
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Factors

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
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Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
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TOPICAL INDEX

04/30/2024

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Complete Employment Eligibility Verification Form I-9 Constitutes Serious Violation

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1223	2014
<i>United States v. Super 8 Motel & Vilella Italian Restaurant</i>	10	OCAHO	1191	2013

Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
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Failure to Complete I-9 Within Three Business Days

<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	2013
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TOPICAL INDEX

04/30/2024

<i>United States v. Anodizing Industries, Inc.</i>	10	OCAHO	1184	2013
<i>United States v. Modern Disposal Incorporated</i>	10	OCAHO	1175	2013
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	2013
<i>United States v. Pharaoh's Gentleman's Club, Inc.</i>	10	OCAHO	1189	2013

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Complete I-9 Within Three Business Days is Serious Violation

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Mr. Mike's Pizza, Inc.</i>	10	OCAHO	1196	2013
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

TOPICAL INDEX

04/30/2024

Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015

Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

TOPICAL INDEX

04/30/2024

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 2016

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Ensure Employee Signs Form I-9 Section 1 is a Substantive Failure

United States v. Golf International d/b/a Desert Canyon Golf

10 OCAHO 1214 2014

Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1228 2014

Failure to Identify Issuing Authority In Form I-9 Section 2 Is A Serious Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

Failure to Prepare

TOPICAL INDEX

04/30/2024

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014

TOPICAL INDEX

04/30/2024

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Failure to Prepare Forms I-9

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
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TOPICAL INDEX

04/30/2024

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Prepare I-9 Among Most Serious Paperwork Violations

United States v. Kenneth McPeck Racing Stables, Inc.

11 OCAHO 1249 2015

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

United States v. Mott Thoroughbred Stables, Inc.

11 OCAHO 1233 2014

United States v. Niche, Inc.

11 OCAHO 1250 2015

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging

11 OCAHO 1253 2015

United States v. Solutions Group International, LLC

12 OCAHO 1288 2016

United States v. Speedy Gonzalez Construction, Inc.

11 OCAHO 1243 2015

Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

Failure to Present a Form I-9 Is A Substantive Violation

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Present Forms I-9 Is One of the Most Serious Violations

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

Failure to Present Forms I-9 Within Three Days of Government's Request

United States v. A&J Kyoto Japanese Restaurant, Inc.

10 OCAHO 1186 2013

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

United States v. Golden Employment Group, Inc.

12 OCAHO 1274 2016

United States v. The Red Coach Restaurant, Inc.

10 OCAHO 1195 2013

Failure to Present Timely Prepared I-9 Forms is a Serious Violation

TOPICAL INDEX

04/30/2024

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

Failure to Properly Complete Employer Verification in Section 2 Constitutes Substantive Violation

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	2014
<i>United States v. Super 8 Motel & Villella Italian Restaurant</i>	10	OCAHO	1191	2013

Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9

TOPICAL INDEX

04/30/2024

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015

Failure to Properly Complete Section 2 of the Form I-9 is a Very Serious Violation

<i>United States v. New Outlook Homecare, LLC</i>	10	OCAHO	1210	2014
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TOPICAL INDEX

04/30/2024

Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation

Generally

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 2015

11 OCAHO 1247 2015

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355 2020

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 2015

Failure to Timely Prepare Form I-9 Is A Serious Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

United States v. Hair U Wear, LLC

11 OCAHO 1268 2016

United States v. Homestead Metal Recycling Corp.

11 OCAHO 1251 2015

United States v. Visiontron Corp.

13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO 1239	2014
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO 1205	2013
<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO 1204	2013
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO 1199	2013
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO 1206	2013
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO 1208	2014

Failure to Timely Submit Forms I-9 to ICE Cannot be Corrected Through Good Faith Exception

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355	2020
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Form I-9

TOPICAL INDEX

04/30/2024

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	2010

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Form I-9 Section 2 Is the Heart of the Employment Eligibility Verification Process

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015

Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

TOPICAL INDEX

04/30/2024

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Generally

Chand Wije v. Barton Springs/Edwards Aquifer C.D. 5 OCAHO 785 1995

United States v. Aegis Fashion, Inc. 1 OCAHO 239 1990

United States v. Anders Kampe d/b/a Kampe Motors, Ltd. 3 OCAHO 462 1992

United States v. Applied Computer Technology 2 OCAHO 367 1991

2 OCAHO 367 1991

United States v. Bayley's Quality Seafoods, Inc. 1 OCAHO 238 1990

United States v. Big Bear Market 1 OCAHO 48 1989

United States v. Broadway Tire, Inc. 2 OCAHO 310 1991

United States v. Buckingham Limited Partnership d/b/a Mr. Wash 1 OCAHO 151 1990

United States v. Burns and Intra-Continental Enterprises 4 OCAHO 679 1994

United States v. Business Teleconsultants, Ltd. 3 OCAHO 565 1993

3 OCAHO 536 1993

TOPICAL INDEX

04/30/2024

<i>United States v. Cafe Camino Real, Inc.</i>	2	OCAHO 307	1991
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 369	1991
	3	OCAHO 467	1992
<i>United States v. Christie Automotive Products</i>	2	OCAHO 361	1991
<i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i>	1	OCAHO 67	1989
<i>United States v. Curran Engineering Company, Inc.</i>	7	OCAHO 975	1997
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 575	1993
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 456	1992
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
	1	OCAHO 242	1990
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO 342	1991
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993
	3	OCAHO 525	1993
	3	OCAHO 525	1993
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 316	1992

TOPICAL INDEX

04/30/2024

<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO 554	1993
	3	OCAHO 554	1993
	3	OCAHO 554	1993
	3	OCAHO 554	1993
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO 420	1992
<i>United States v. Felipe, Inc.</i>	1	OCAHO 93	1989
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO 1150	2012
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO 175	1990
<i>United States v. Giambli Enterprises</i>	5	OCAHO 817	1995
<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO 573	1993
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO 321	1991
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO 276	1990
<i>United States v. Honeybake Farms, Inc.</i>	2	OCAHO 311	1991
<i>United States v. Interdynamics, Inc.</i>	3	OCAHO 433	1992
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO 260	1990
	1	OCAHO 264	1990
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 499	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Juan V. Acevedo</i>	1	OCAHO 95	1989
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO 581	1993
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i>	1	OCAHO 166	1990
<i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i>	2	OCAHO 309	1991
<i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i>	3	OCAHO 448	1992
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO 130	1989
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO 279	1990
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i>	1	OCAHO 154	1990
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 587	1993
<i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i>	3	OCAHO 518	1993
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. Noel Plastering & Stucco, Inc.</i>	3	OCAHO 427	1992
<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 541	1993

TOPICAL INDEX

04/30/2024

<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 354	1991
	2	OCAHO 337	1991
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO 974	1997
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO 441	1992
<i>United States v. Robert Watson d/b/a North State Tile Company</i>	1	OCAHO 253	1990
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO 1149	2012
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 492	1993
<i>United States v. SDI Industries, Inc.</i>	3	OCAHO 465	1992
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO 509	1993
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. South Masonry Fencing Company</i>	1	OCAHO 4	1988
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
	3	OCAHO 533	1993
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO 422	1992
	2	OCAHO 370	1991
<i>United States v. USA Caf�</i>	1	OCAHO 42	1989

TOPICAL INDEX

04/30/2024

United States v. William and Maria Sievert 1 OCAHO 294 1991

United States v. Wood 'N Stuff 3 OCAHO 574 1993

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Good Faith Compliance

Technical or Procedural Verification Failures

United States v. Stanford Sign and Awning, Inc. 10 OCAHO 1145 2012

United States v. WSC Plumbing, Inc. 9 OCAHO 1071 2001

9 OCAHO 1062 2000

Government Refusal of Documents Deprived Employer of Opportunity to Correct Technical Violations

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 2014

TOPICAL INDEX

04/30/2024

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

I-9 Retention Requirement for Former Employees

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	2014
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	2012
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014

TOPICAL INDEX

04/30/2024

I-9s To Be Examined Are Those Presented in Response to NOI, Not I-9s Produced Thereafter

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	1994

Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016

TOPICAL INDEX

04/30/2024

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Lack of Issuing Authority for a Driver's License in Section 2 is a Substantive Violation

*Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement;
Office of the Chief Administrative Hearing Officer* 10 OCAHO 1201 2013

Liability

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. Exim, Inc. and Jaime Monardes, Individually 4 OCAHO 604 1994

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

United States v. March Construction, Inc. 10 OCAHO 1158 2012

United States v. New China Buffet Restaurant 10 OCAHO 1133 2010

United States v. Onion River Sports, Inc. 4 OCAHO 673 1994

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii 6 OCAHO 848 1996

TOPICAL INDEX

04/30/2024

Location

<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Mere Failure to Date I-9 Employer Attestation is Technical or Procedural

<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO 1237	2014
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Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO 1301	2017
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Mitigation

<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
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TOPICAL INDEX

04/30/2024

<i>United States v. Alberta Sosa, Inc.</i>	6	OCAHO 831	1996
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO 729	1995
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Davis Nursery, Inc.</i>	4	OCAHO 694	1994
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO 933	1997
	7	OCAHO 933	1997
<i>United States v. Great Bend Packing Company</i>	6	OCAHO 835	1996
<i>United States v. GRS, Inc. d/b/a Gasket Engineering</i>	4	OCAHO 627	1994
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Mesabi Bituminous, Inc.</i>	5	OCAHO 801	1995
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO 692	1994
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO 775	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
<i>United States v. Union Lakeville Corporation</i>	8	OCAHO 1019	1998

TOPICAL INDEX

04/30/2024

United States v. Zip City Partner, L.P. d/b/a Zip City Brewing 7 OCAHO 965 1997

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Most Paperwork Violations are Continuing Violations Until Cured or Until Retention Period Expires

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 2018

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

United States v. Visiontron Corp. 13 OCAHO 1348 2020

No Expiration Date for Driver's License in Section 2 is Substantive if No Copy Attached

TOPICAL INDEX

04/30/2024

United States v. Golf International d/b/a Desert Canyon Golf 10 OCAHO 1214 2014

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

No Substitute for Proper Completion of Form I-9

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

Paperwork Violation Involving Failure to Complete Section 1 or 2 Continues Until Corrected

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

TOPICAL INDEX

04/30/2024

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Paperwork Violations for Failure to Timely Prepare a Form I-9 Cannot Be Cured

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Person Who Signs Attestation Must Be Same Person Who Examines Employee's Original Documents

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

Presenting Forms I-9 Late Is Not As Serious as Complete Failure to Prepare of Present Forms I-9

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

Retention Requirement for Former Employees

United States v. Metropolitan Enterprises, Inc.

12 OCAHO 1297 2017

TOPICAL INDEX

04/30/2024

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Reverification of Expired Employment Authorization Must Occur No Later Than Date of Expiration

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

Rules for Completion of I-9 for Employee Who Works Fewer Than Three Business Days

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 2014

Section 2 - Expired Documents

United States v. Silverado Stages, Inc. 10 OCAHO 1182 2013

Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

TOPICAL INDEX

04/30/2024

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Statute of Limitations

United States v. Naim Ojeil & Samoeil Ishk

7 OCAHO 984 1998

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

Systematically Executing False Attestations in Section 2 Is Very Serious Violation

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

TOPICAL INDEX

04/30/2024

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

The Longer the Delay In Preparing a Form I-9, The More Serious the Violation

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016

Timeliness Paperwork Violations Cannot Be Cured

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

Timeliness Violations "Frozen in Time" At Point When I-9 Is Not Completed by the Date Required

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
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TOPICAL INDEX

04/30/2024

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416b 2023

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

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

Violation Is Serious If It Undercuts Effectiveness of Prohibition on Hiring Unauthorized Aliens

TOPICAL INDEX

04/30/2024

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

PARTIES

ALJ Dismissed Complaint Without Prejudice When No Timely Motion for Substitution Was Made

Robert Paul Heath v. Niha Technologies, Inc.

16 OCAHO 1427d 2023

ALJ Dismissed Complaint Without Prejudice When No Timely Substitution Motion Was Filed

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433d 2023

Robert Heath v. Ancile, Inc.

15 OCAHO 1411d 2023

15 OCAHO 1411d 2023

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385g 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395f 2023

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437d 2023

Robert Heath v. Infosoft Solutions

16 OCAHO 1447c 2023

Robert Heath v. Smart Works, LLC

16 OCAHO 1434c 2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

PARTIES

All Parties Are Expected to Comply With Rules and Orders

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388a	2021
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024

All Persons in OCAHO Proceedings Are Expected to Act With Integrity and in an Ethical Manner

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
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Class Action

TOPICAL INDEX

04/30/2024

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	2003
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	1990
<i>Joan A. Lardy v. United Airlines, Inc.</i>	6	OCAHO	843	1996
<i>Jose E. Birisno Briceno-Briceno v. Farmco Farms</i>	4	OCAHO	629	1994
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO	867	1996
<i>United States v. Zabala Vineyards</i>	6	OCAHO	830	1995

PARTIES

Complaint

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Auburn University</i>	4	OCAHO	646	1994
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	736	1995

Consent of Both Parties Necessary for Referral to Settlement Officer Program

TOPICAL INDEX

04/30/2024

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1491	2023
<i>Andrew Ewoma Ehere v. Hawaii Federal Credit Union</i>	17	OCAHO	1471b	2023
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023

PARTIES

Corporation(s)

<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	639	1994
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>United States v. Sargetis d/b/a Castile Valley Sales, Inc., a Utah Corporation</i>	3	OCAHO	407	1992

Court Provided a Copy of the Answer to the Complainant As a Courtesy

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454a	2022
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Duty to Notify OCAHO and Opposing Party of Change in Address

TOPICAL INDEX

04/30/2024

United States v. PJ's of Texas

18 OCAHO 1524 2024

PARTIES

Generally

Alan Rusk v. Northrop Corporation and Department of Defense

4 OCAHO 607 1994

Chand Wije v. Barton Springs/Edwards Aquifer 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

In Litigation, General Presumption Is That Parties Must Use Their Real Names

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450b 2022

TOPICAL INDEX

04/30/2024

PARTIES

Individual Capacity

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO 1030	1999
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 639	1994

Interpleader of DHS Unwarranted in Case Under 8 U.S.C. Section 1324b

<i>United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction</i>	11	OCAHO 1246	2015
---	----	------------	------

Intervenor

<i>Hernandez v. Farley Candy Company</i>	5	OCAHO 810	1995
--	---	-----------	------

Lack of Participation in Case may Signal Lack of Prosecutorial Interest

TOPICAL INDEX

04/30/2024

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416b 2023

PARTIES

Order Providing Notice to Party's Successor in Interest

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433b 2023

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385e 2023

14 OCAHO 1385e 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395d 2023

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437b 2023

Robert Heath v. Infosoft Solutions

16 OCAHO 1447a 2023

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435b 2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418c 2022

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413d 2022

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

Robert Paul Heath v. Tech Global Systems, Inc.

16 OCAHO 1419b 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410d 2022

TOPICAL INDEX

04/30/2024

PARTIES

Party Ordered to Indicate Intent to Continue Pursuing Litigation

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO 1435a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413c	2022

Party Seeking Anonymity Must Show Why It Is Necessary to Protect From Particularized Harm

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450b	2022
------------------------------------	----	-------------	------

Party Sought to Proceed Anonymously in OCAHO Case

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450b	2022
------------------------------------	----	-------------	------

TOPICAL INDEX

04/30/2024

Permissive Joinder

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO 1149	2012
<i>United States v. WSC Plumbing, Inc.</i>	8	OCAHO 1045	2000

PARTIES

Potential Substitution of a Party

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO 1435a	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022

Potential Substitution of Party

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433b	2023
	16	OCAHO 1433c	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411b	2022
	15	OCAHO 1411c	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385e	2023
	14	OCAHO	1385f	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395d	2023
	15	OCAHO	1395e	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
	16	OCAHO	1437c	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427b	2022
	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410d 2022

PARTIES

Prevailing

Michael Williamson v. Autorama, Inc.

1 OCAHO 174 1990

United States v. Auburn University

4 OCAHO 688 1994

Previous Settlement Between Parties

A.S. v. Neiman Marcus Group

13 OCAHO 1323 2020

Settlement

A.S. v. Discover Financial Services, LLC

12 OCAHO 1292 2016

Azia Aityahia v. Sabena Airline Training Center, Inc.

9 OCAHO 1122 2006

Jose Ramon Toro v. Bioreference Laboratories

18 OCAHO 1511 2023

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	2013
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	1996
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023

PARTIES

Stipulation

<i>Malek Ebrahim Hatam v. Mr. Nasser Zaghi, Park General, Inc.</i>	1	OCAHO	160	1990
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	380	1991

Subpoena

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363b	2020
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023

TOPICAL INDEX

04/30/2024

Substitution of Parties

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433b	2023
	16	OCAHO 1433c	2023
	16	OCAHO 1433d	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411c	2023
	15	OCAHO 1411d	2023
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385f	2023
	14	OCAHO 1385g	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395e	2023
	15	OCAHO 1395f	2023
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO 1437c	2023
	16	OCAHO 1437d	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO 1447a	2023
	16	OCAHO 1447b	2023
	16	OCAHO 1447c	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO 1434b	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434c	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418e	2023
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413f	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
	16	OCAHO	1427d	2023
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419d	2023
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410f	2023

PARTIES

Successorship Liability

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	2016

Union(s)

TOPICAL INDEX

04/30/2024

<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO 107	1989

PARTIES

Unnamed or Fictitiously-named Respondent

<i>Robert Heath v. F18 Consulting and an Anonymous Employer</i>	14	OCAHO 1365	2020
<i>Robert Heath v. VBeyond Corporation and an Anonymous Employer</i>	14	OCAHO 1368	2020
	14	OCAHO 1368a	2020
<i>United States v. Capital Fireproof Door</i>	14	OCAHO 1372	2020

Upon Determination That Party Is Deceased, Notice Must Be Given to Successor in Interest

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO 1433b	2023
<i>Robert Heath v. Ancile, Inc.</i>	15	OCAHO 1411b	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385e	2023
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO 1395d	2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447a	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

PATTERN OR PRACTICE

Civil Money Penalty

<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	1994
---	---	-------	-----	------

Document Abuse

<i>United States v. Mar-Jac Poultry, Inc.</i>	10	OCAHO	1148	2012
---	----	-------	------	------

Generally

TOPICAL INDEX

04/30/2024

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1097	2003
<i>United States v. A.J. Bart, Inc.</i>	3	OCAHO 538	1993
<i>United States v. Agripac, Inc.</i>	8	OCAHO 1012	1998
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO 413	1992
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995

PATTERN OR PRACTICE

Independent Contractor(s)

<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994
---	---	-----------	------

Persons Protected

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 601	1994
---	---	-----------	------

TOPICAL INDEX

04/30/2024

United States v. Zabala Vineyards

6 OCAHO 830 1995

PATTERN OR PRACTICE

Proof

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms

4 OCAHO 601 1994

PENALTIES

Ability to Pay May Be Appropriate Factor to Consider In Assessing the Amount of the Penalty

United States v. 3679 Commerce Place, Inc.

12 OCAHO 1296 2017

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

United States v. Hair U Wear, LLC

11 OCAHO 1268 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Imacuclean Cleaning Services, LLC

13 OCAHO 1327 2019

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

United States v. Niche, Inc.

11 OCAHO 1250 2015

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

Absence of Bad Faith Does Not Necessarily Show Good Faith

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
--	----	-------	------	------

Across-the-Board Enhancement for Presence of Only Some Unauthorized Workers Not Permitted

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	2013

TOPICAL INDEX

04/30/2024

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 2015

PENALTIES

Additional Factors That May Be Considered Are Party's Financials and Leniency to Small Businesses

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

Aggravation

United States v. Seven Elephants Distributing Corp. 10 OCAHO 1173 2013

ALJ Can Consider Public Policy of Leniency to Small Entities

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

PENALTIES

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
-------------------------------------	----	-------	------	------

TOPICAL INDEX

04/30/2024

ALJ Considers Five Statutory Factors Set Out in 8 U.S.C. Section 1324a(e)(5) In Assessing the Penalty

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

Employment of Unauthorized Alien(s)

<i>United States v. Crescent City Meat Company, Inc.</i>	11	OCAHO	1217	2014
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

PENALTIES

ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Durable, Inc. 11 OCAHO 1231 2014

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

16 OCAHO 1416b 2023

ALJ In 1324b Case Looks At Nature and Circumstances of Violation and Respondent's Conduct During Case

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

ALJ Is Not Bound by ICE's Method of Calculating Penalties

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

PENALTIES

ALJ May Consider Non-Statutory Factors As Appropriate in a Specific Case

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

ALJ May Not Assess Penalties Above Maximum Permitted by Department of Justice Regulations

<i>United States of America v. Danielle Messineo</i>	14	OCAHO	1367	2020
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020

ALJ Not Bound by ICE's Method of Calculating Penalties

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Applicable Penalty Range Depends on Date of Violations and Date of Assessment of Penalty

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States of America v. Danielle Messineo</i>	14	OCAHO	1367	2020
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349a	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
	16	OCAHO	1416b	2023
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Bad Faith Found Where Employer Appeared to Intentionally Subvert Purposes of Section 1324a(b)

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
---	----	-------	------	------

Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Calculating Inflation-Adjusted Penalty Ranges for Violations of 8 U.S.C. Section 1324a

<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023

Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case

TOPICAL INDEX

04/30/2024

United States v. Durable, Inc.

11 OCAHO 1231 2014

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 2014

PENALTIES

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. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. Mott Thoroughbred Stables, Inc.

11 OCAHO 1233 2014

TOPICAL INDEX

04/30/2024

PENALTIES

Culpable Conduct Can Be Shown by Evidence that Employer Tried to Mislead Government

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 2015

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 2015

Date of Penalty Assessment for Section 1324b Case is Date of Court Order Imposing Civil Penalties

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Date of Penalty Assessment Is The Date ICE Serves the Notice of Intent to Fine

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

TOPICAL INDEX

04/30/2024

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Determining the Date of Assessment for Penalties for Violations of 8 U.S.C Section 1324a

<i>United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites</i>	17	OCAHO	1463a	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470c	2023

Difference in Seriousness of Violations May Be Reflected in the Final Penalty

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

Difference In Severity of Categories of Violations May Be Reflected in the Final Penalty

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
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Document Fraud

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021

Double Jeopardy

TOPICAL INDEX

04/30/2024

United States v. Alberto Noriega-Perez

6 OCAHO 859 1996

PENALTIES

Draining Funds From Business Before Civil Penalty Undercuts Ability to Pay

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

Employer's Failure to Check a Box in Section 1 Attesting to Status Is A Serious Violations

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Employer's Failure to Ensure Employee Properly Completes Form I-9 Section 1 is Serious Violation

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

Employer's Failure to Reverify Employee's Expired Employment Authorization Is Serious Violation

TOPICAL INDEX

04/30/2024

United States v. Visiontron Corp.

13 OCAHO 1348 2020

PENALTIES

Employer's Failure to Sign Form I-9 Section 2 Is A Very Serious Violation

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

United States v. Visiontron Corp.

13 OCAHO 1348 2020

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

TOPICAL INDEX

04/30/2024

PENALTIES

Enhancement Factor Based on Whether Specific Individual was Unauthorized

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014

Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

TOPICAL INDEX

04/30/2024

PENALTIES

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. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

TOPICAL INDEX

04/30/2024

<i>United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet</i>	10	OCAHO	1192	2013
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	2013
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	2013
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014

PENALTIES

Failure to Complete I-9 Within Three Business Days is Serious Violation

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

<i>United States v. Durable, Inc.</i>	11	OCAHO	1231	2014
---------------------------------------	----	-------	------	------

Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct

TOPICAL INDEX

04/30/2024

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015

PENALTIES

Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
--	----	-------	------	------

Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

Failure to Prepare Form I-9 Generally Warrants Higher Penalty Than Do Errors or Omissions on Form

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Failure to Prepare I-9 Among Most Serious Paperwork Violations

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

PENALTIES

Failure to Prepare I-9 More Serious Than Paperwork Violations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
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Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

TOPICAL INDEX

04/30/2024

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 2014

PENALTIES

Failure to Submit Filing on Penalties May Constitute Waiver of Right to Be Heard on Penalties

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436a 2023

Failure to Timely Prepare Form I-9 Is A Serious Violation

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 2016

United States v. Visiontron Corp.

13 OCAHO 1348 2020

Failure to Use E-Verify System as Mandated by State Law Does Not Warrant Finding of Bad Faith

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

PENALTIES

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

Generally

United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing 3 OCAHO 494 1993

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

United States v. Business Teleconsultants, Ltd. 3 OCAHO 565 1993

United States v. Cristina Galeas 5 OCAHO 790 1995

United States v. David Day d/b/a David Day Masonry 3 OCAHO 575 1993

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. Exim, Inc. and Jaime Monardes, Individually 3 OCAHO 591 1993

United States v. Giannini Landscaping, Inc. 3 OCAHO 573 1993

TOPICAL INDEX

04/30/2024

<i>United States v. Gloria Fashions, Inc.</i>	6	OCAHO 887	1996
<i>United States v. Hardeep Singh</i>	3	OCAHO 520	1993
<i>United States v. Ice Castles Daycare Too, Inc.</i>	10	OCAHO 1142	2011
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 499	1993
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO 581	1993
<i>United States v. Ketchikan Drywall Services, Inc.</i>	10	OCAHO 1139	2011
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO 479	1992
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO 712	1994
<i>United States v. Landscapes By Susanna</i>	3	OCAHO 556	1993
	3	OCAHO 556	1993
<i>United States v. Local Building & Remodeling of International Falls</i>	3	OCAHO 567	1993
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO 587	1993
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation</i>	7	OCAHO 986	1998
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Oscar Chacon, Sr.</i>	3	OCAHO 578	1993
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO 652	1994
<i>United States v. Pedro Dominguez</i>	7	OCAHO 972	1997
	7	OCAHO 972	1997
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993
	3	OCAHO 559	1993
<i>United States v. Riverboat Delta King, Inc.</i>	5	OCAHO 738	1995
<i>United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park</i>	7	OCAHO 958	1997
<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO 509	1993
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

PENALTIES

Good Faith Assessment Looks Primarily at Steps Employer Took Before Notice of Inspection

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO 1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355a	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Good Faith Defense

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	1998

PENALTIES

Good Faith Factor Focuses on Compliance With Section 1324a Obligations

<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
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Government Bears Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Government Bears the Burden of Proof on Penalty and Aggravating Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

Government Bears the Burden of Proving Penalty and Aggravating Factors by Preponderance of Evidence

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022

TOPICAL INDEX

04/30/2024

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

PENALTIES

Government Must Prove Aggravating Factor by Preponderance of Evidence

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 2015

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 2014

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 2014

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 2015

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

Government Must Prove Existence of Aggravating Factor by Preponderance of Evidence

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

TOPICAL INDEX

04/30/2024

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022

PENALTIES

High Compliance Rate May Be Evidence of Good Faith

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
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High Noncompliance Rate Insufficient to Justify Higher Penalty for Similar Situations

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
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ICE Fine Guidelines Have No Binding Effect on OCAHO

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

PENALTIES

If Government Fails to Develop Record on Statutory Factor, ALJ May Treat It As Neutral or Mitigating

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
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In Section 1324c Cases, ALJ May Use a Judgmental Approach to Determine the Penalty Amount

TOPICAL INDEX

04/30/2024

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Leticia Velarde 14 OCAHO 1384 2020

PENALTIES

Insufficiently Developed Record May Be Considered as Non-Statutory Factor

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416b 2023

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

TOPICAL INDEX

04/30/2024

United States v. Jalisco's Bar and Grill, Inc.

11 OCAHO 1224 2014

PENALTIES

Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

United States v. 3679 Commerce Place, Inc.

12 OCAHO 1296 2017

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles

12 OCAHO 1281 2016

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

United States v. Executive Cleaning Services of Long Island, Ltd.

13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

United States v. Jula888, LLC d/b/a Para Tacos La Chilanga

12 OCAHO 1286 2016

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 2016

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

United States v. Romans Racing Stables, Inc.

11 OCAHO 1232 2014

United States v. Solutions Group International, LLC

12 OCAHO 1288 2016

TOPICAL INDEX

04/30/2024

<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1200	2013
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Lack of Prosecutorial Interest May Be Considered as Non-Statutory Factor

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
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Leniency Toward Small Entities

<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015

Mitigation

<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	5	OCAHO	758	1995
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TOPICAL INDEX

04/30/2024

<i>United States v. Central Nebraska Packing, Inc.</i>	4	OCAHO 714	1994
<i>United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana</i>	5	OCAHO 803	1995
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. Draper-King Cole, Inc.</i>	7	OCAHO 933	1997
	7	OCAHO 933	1997
<i>United States v. Enrique Reyes d/b/a King's Produce</i>	4	OCAHO 592	1994
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
<i>United States v. Hugh Jeffrey Fox d/b/a Frank & Stein</i>	5	OCAHO 756	1995
<i>United States v. Kerry J. Vicker d/b/a SNB Cleaning</i>	5	OCAHO 819	1995
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO 1013	1998
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO 652	1994
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	4	OCAHO 637	1994
<i>United States v. Taco Plus, Inc. d/b/a Taco Loco</i>	5	OCAHO 775	1995
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	4	OCAHO 625	1994
<i>United States v. Tri-Component Product Corporation</i>	6	OCAHO 853	1996
<i>United States v. Williams Produce, Inc.</i>	5	OCAHO 730	1995

TOPICAL INDEX

04/30/2024

PENALTIES

Non-Statutory Factor Considered As Matter of Equity

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 2015

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 2015

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 2015

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

TOPICAL INDEX

04/30/2024

<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014

PENALTIES

OCAHO ALJs May Review Penalty Assessments De Novo

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428c	2022
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416a	2022
	16	OCAHO	1416b	2023
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

TOPICAL INDEX

04/30/2024

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

United States v. Visiontron Corp. 13 OCAHO 1348 2020

PENALTIES

OCAHO May Examine ICE Fine de novo

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

On Default, There Must Be Sufficient Evidence in the Record to Support the Damages Requested

United States v. Commander Produce, LLC 16 OCAHO 1428c 2022

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416a 2022

United States v. Sanjay Jeram Corporation, d/b/a Economy Lodge 15 OCAHO 1412 2022

TOPICAL INDEX

04/30/2024

Order Imposing Civil Penalty in Section 1324b Case

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

PENALTIES

Paperwork Requirement(s)/Violation(s)

United States v. Alberta Sosa, Inc. 6 OCAHO 831 1996

United States v. De Luca's Market 8 OCAHO 1039 1999

United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

United States v. Exim, Inc. and Jaime Monardes, Individually 4 OCAHO 604 1994

United States v. Giambli's Enterprises 5 OCAHO 817 1995

United States v. Great Bend Packing Company 6 OCAHO 835 1996

United States v. Jonel, Inc. 8 OCAHO 1008 1998

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 1997

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 1997

TOPICAL INDEX

04/30/2024

<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO 931	1997
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO 986	1998
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO 986	1998
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO 986	1998
<i>United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelty Corporation</i>	7	OCAHO 986	1998
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO 1199	2013
<i>United States v. Ricardo Calderon, Inc.</i>	6	OCAHO 832	1996
	6	OCAHO 832	1996
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998

PENALTIES

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO 1242	2015
---	----	------------	------

TOPICAL INDEX

04/30/2024

PENALTIES

Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

Party Seeking Consideration of Equitable Factor Bears Burden of Presenting Supporting Evidence

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Executive Cleaning Services of Long Island, Ltd. 13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

TOPICAL INDEX

04/30/2024

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

PENALTIES

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof On That Factor

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

TOPICAL INDEX

04/30/2024

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	11	OCAHO	1222	2014
<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO	1224	2014
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kobe Sakura Japanese, Inc.</i>	10	OCAHO	1205	2013

TOPICAL INDEX

04/30/2024

<i>United States v. Kobe Sapporo Japanese, Inc.</i>	10	OCAHO	1204	2013
<i>United States v. M & D Masonry, Inc.</i>	10	OCAHO	1211	2014
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	2013
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i>	10	OCAHO	1206	2013
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

TOPICAL INDEX

04/30/2024

PENALTIES

Penalties Not Meant to Force Employers Out of Business or Result in Loss of Employment for Workers

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Penalties Should Deter Future Violations Without Being Unduly Punitive

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 2014

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 2014

United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 2015

11 OCAHO 1247 2015

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Kenneth McPeck Racing Stables, Inc. 11 OCAHO 1249 2015

TOPICAL INDEX

04/30/2024

<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

PENALTIES

Penalties Should Have a Deterrent Effect and Not Be Merely a Cost of Doing Business

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
--	----	-------	------	------

Penalties Should Promote Future Compliance Without Being Unduly Punitive

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i>	13	OCAHO	1307	2017
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

PENALTIES

Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
---	----	-------	------	------

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Executive Cleaning Services of Long Island, Ltd.</i>	13	OCAHO	1314	2018
<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO	1338	2020
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

TOPICAL INDEX

04/30/2024

United States v. Solutions Group International, LLC 12 OCAHO 1288 2016

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

PENALTIES

Presenting Forms I-9 Late Is Not As Serious as Complete Failure to Prepare of Present Forms I-9

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Proportionality is Critical in Setting Penalties

United States v. Niche, Inc. 11 OCAHO 1250 2015

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

TOPICAL INDEX

04/30/2024

PENALTIES

Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

Purpose is to Deter Repeat Violations and Encourage Others to Comply

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Purposes of Fines Are To Deter Future Violations & Encourage Compliance w/Verification Procedures

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

Rate of Violations Is Not An Enumerated Factor But Can Be Considered In Assessing the Penalty

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

TOPICAL INDEX

04/30/2024

United States v. Visiontron Corp.

13 OCAHO 1348 2020

PENALTIES

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

Respondent Must Present Evidence in Support of Potential Mitigation Factors in Section 1324c Cases

United States v. Leticia Velarde

14 OCAHO 1384 2020

Sale of Fraudulent Documents Is A Serious Violation

TOPICAL INDEX

04/30/2024

United States v. Leticia Velarde 14 OCAHO 1384 2020

PENALTIES

Seriousness of Violation Depends on Degree of Deviation From Verification Requirements

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Golden Employment Group, Inc. 12 OCAHO 1277 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

TOPICAL INDEX

04/30/2024

<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kodiak Oilfield Services, LLC</i>	16	OCAHO	1436b	2023
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

TOPICAL INDEX

04/30/2024

PENALTIES

Seriousness of Violation(s)

<i>Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc.</i>	10	OCAHO	1174	2013
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jonel, Inc.</i>	8	OCAHO	1008	1998
<i>United States v. Monadnock Mountain Spring Water, Inc.</i>	10	OCAHO	1193	2013
<i>United States v. Morgan's Mexican & Lebanese Foods, Inc.</i>	8	OCAHO	1013	1998
<i>United States v. Platinum Builders of Central Florida, Inc.</i>	10	OCAHO	1199	2013
<i>United States v. Taste of China</i>	10	OCAHO	1164	2013

Size of Business

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. Imacuclean Cleaning Services, LLC</i>	13	OCAHO	1327	2019

TOPICAL INDEX

04/30/2024

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo</i>	10	OCAHO	1170	2013
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	2013
<i>United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	2013

PENALTIES

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

<i>United States v. M & D Masonry</i>	10	OCAHO	1215	2014
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021

Size of Business Is A Factor in Assessment of the Penalty

<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

PENALTIES

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 a Factor Found Not to Be Aggravating Must Be Found to Be Mitigating

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

United States v. Metropolitan Enterprises, Inc.

12 OCAHO 1297 2017

TOPICAL INDEX

04/30/2024

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

PENALTIES

Statute Does Not Require That Equal Weight Be Given Each of the Five Statutory Factors

United States v. Dr. Robert Schaus, D.D.S.

11 OCAHO 1239 2014

United States v. Durable, Inc.

11 OCAHO 1231 2014

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Homestead Metal Recycling Corp.

11 OCAHO 1251 2015

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 2015

United States v. Mott Thoroughbred Stables, Inc.

11 OCAHO 1233 2014

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

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

TOPICAL INDEX

04/30/2024

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1277	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Kenneth McPeck Racing Stables, Inc.</i>	11	OCAHO	1249	2015
<i>United States v. Metropolitan Enterprises, Inc.</i>	12	OCAHO	1297	2017
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015
<i>United States v. Safe-Air of Illinois, Inc.</i>	12	OCAHO	1270	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO	1266	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

TOPICAL INDEX

04/30/2024

PENALTIES

Statute Does Not Require That Equal Weight Be Given to Each Required Penalty Factor

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Clean Sweep Janitor Service</i>	11	OCAHO	1226	2014
<i>United States v. Romans Racing Stables, Inc.</i>	11	OCAHO	1230	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

Statute Does Not Rule Out Consideration of Unenumerated Factors

<i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i>	11	OCAHO	1244	2015
<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416b	2023
<i>United States v. Liberty Packaging, Inc.</i>	11	OCAHO	1245	2015
<i>United States v. Mott Thoroughbred Stables, Inc.</i>	11	OCAHO	1233	2014
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

TOPICAL INDEX

04/30/2024

PENALTIES

Statute Does Not Specify Factors ALJ Must Consider in Setting Penalty for Knowing Hire Violation

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

United States v. Foothill Packing, Inc. 11 OCAHO 1240 2015

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

Summary Decision

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

TOPICAL INDEX

04/30/2024

Suspicion Alone is Insufficient to Aggravate Paperwork Penalty Based On Unauthorized Workers

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

PENALTIES

Termination of Employees Does Not Sufficiently Establish the Presence of Unauthorized Aliens

United States v. Integrity Concrete, Inc. and American Concrete, Inc. 13 OCAHO 1307 2017

There Is No Sole Permissible Method for Calculating Penalties

United States v. 3679 Commerce Place, Inc. 12 OCAHO 1296 2017

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355a 2020

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Pegasus Family Restaurant, Inc. 12 OCAHO 1293 2016

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 2015

TOPICAL INDEX

04/30/2024

PENALTIES

There Must Be Rational Relationship Between Magnitude of Offense and Penalty

United States v. Safe-Air of Illinois, Inc. 12 OCAHO 1270 2016

Under Section 1324, ALJ Must Impose Penalty for Each Document for Which a Violation is Found

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

Under Section 1324c, Government's Requested Penalty May Be Adopted If It Is Reasonable

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349a 2020

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

TOPICAL INDEX

04/30/2024

United States v. Durable, Inc.

11 OCAHO 1231 2014

PENALTIES

Violations Evaluated on a Continuum Because Not All Violations are Equally Serious

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

Weight of Each Statutory Factor Depends on Facts of Each Case

United States v. 3679 Commerce Place, Inc.

12 OCAHO 1296 2017

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. Eriksmoen Cottages, Ltd.

14 OCAHO 1355a 2020

United States v. Executive Cleaning Services of Long Island, Ltd.

13 OCAHO 1314 2018

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338 2020

United States v. Metropolitan Enterprises, Inc.

12 OCAHO 1297 2017

United States v. Pegasus Family Restaurant, Inc.

12 OCAHO 1293 2016

United States v. Visiontron Corp.

13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

PENALTIES

When Considering Ability to Pay, Court Disfavors Conclusory Statements Absent Corroboration

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

When Considering Ability to Pay, Court Favors Evidence of Longitudinal Financial Performance

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

Where A Paperwork Violation is Found, The Act Does Not Provide for Waiver of Penalty

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Ideal Transportation Co., Inc. 12 OCAHO 1290 2016

United States v. Keegan Varitey, LLC 11 OCAHO 1238 2014

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

TOPICAL INDEX

04/30/2024

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

PERSONS PROTECTED

5/10 Year Rule

Alan Rusk v. Northrop Corporation and Department of Defense 4 OCAHO 607 1994

Leonid Naginsky v. Department of Defense and EG&G Dynatrend 5 OCAHO 726 1995

Wartan Bozoghlanian v. Hughes Radar Systems Group 5 OCAHO 741 1995

Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation 4 OCAHO 711 1994

Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company 4 OCAHO 653 1994

Alien(s)

Generally

Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 549 1993

Esther Din Brooks v. KNK Textile 3 OCAHO 545 1993

3 OCAHO 528 1993

Mr. Doron Tal v. M. L. Energia, Inc. 3 OCAHO 519 1993

TOPICAL INDEX

04/30/2024

<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>Olatunji Moshood Fakunmoju v. Claims Administration Corporation</i>	4	OCAHO 624	1994
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989

PERSONS PROTECTED

Asylees

<i>Zelleka Getahun v. Dupont Merck Pharmaceutical Company</i>	6	OCAHO 880	1996
---	---	-----------	------

Citizen(s)

<i>Daniel Bendig v. Conoco, Inc.</i>	9	OCAHO 1065	2001
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO 203	1990

TOPICAL INDEX

04/30/2024

<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 545	1993
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO 192	1990
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO 189	1990
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO 289	1991
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO 335	1991
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO 400	1989

PERSONS PROTECTED

Complainant Must Be Protected Individual at Time of Alleged Citizenship Status Discrimination

<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO 1376	2020
---	----	------------	------

TOPICAL INDEX

04/30/2024

PERSONS PROTECTED

Derivative Citizen

Martine Mbitaze v. City of Greenbelt 13 OCAHO 1345a 2020

Document Abuse Claim Based on Citizenship Status May Be Raised Only By Protected Individuals

Benjamin Stephen Mackinnon v. The Financial Times 13 OCAHO 1316 2019

Doris Rainwater v. Doctor's Hospice of Georgia, Inc. 12 OCAHO 1300 2017

Generally

Arnulfo Medina v. Bend-Pack, Inc. 5 OCAHO 791 1995

Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center 3 OCAHO 515 1993

Boris Gerardo Salazar-Castro v. Cincinnati Public Schools 3 OCAHO 406 1992

Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 547 1993

TOPICAL INDEX

04/30/2024

<i>Cecilia Araceli Basua v. Walmart #1554</i>	3	OCAHO	549	1993
<i>Dalila Kamal-Griffin v. Cahill Gordon & Reindel</i>	3	OCAHO	568	1993
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO	545	1993
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO	1085	2002
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	484	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO	469	1992
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	2003
<i>Jesse Charles Jones v. DeWitt Nursing Home</i>	1	OCAHO	189	1990
<i>Juan Antonio Cardona Godinez v. Armguard Security Patrol</i>	3	OCAHO	490	1993
<i>Maria Lourdes Castillo v. Hotel Casa Marina (Marriott)</i>	3	OCAHO	508	1993
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	1992
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO	619	1994
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	1993
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO	497	1993
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO	516	1993
<i>United States v. Auburn University</i>	3	OCAHO	564	1993
<i>United States v. Guardsmark</i>	3	OCAHO	572	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO 429	1992

PERSONS PROTECTED

H-1B Visa Holders

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
--	---	------------	------

Individual Not Protected If He/She Fails to Apply for Naturalization w/in 6 Months of Eligibility

<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO 1449	2022
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO 1203	2013
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO 1311	2018

Naturalization Applicant, Declaration not Completed

U.S. Born Citizen

TOPICAL INDEX

04/30/2024

<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989

PERSONS PROTECTED

Naturalized

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 638	1994
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990

OCAHO Has No Jurisdiction Over National Origin Claims Against Employers With 15 or More Employees

<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO 1345a	2020
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432d	2023

OCAHO Has No Jurisdiction Over Section 1324b Claims Against Employers With Three or Fewer Employees

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438h	2023
	16	OCAHO 1438f	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417d	2023

PERSONS PROTECTED

Permanent Resident

<i>Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante</i>	7	OCAHO 970	1997
<i>Loleitha Atheria Wilson v. Waste Connections, Inc.</i>	13	OCAHO 1315	2019
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO 1449	2022
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 619	1994

Retaliation

<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO 1300	2017
<i>Drahomira Adame v. Dunkin Donuts</i>	4	OCAHO 691	1994

TOPICAL INDEX

04/30/2024

<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO 837	1996
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 626	1994
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO 786	1995
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023

PERSONS PROTECTED

Temporary Protected Status (TPS)

<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Gloria Ondina-Mendez v. Sugar Creek Packing Company</i>	9	OCAHO 1085	2002

U.S. Born Citizen

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002

TOPICAL INDEX

04/30/2024

<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO 375	1991
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO 351	1991

PERSONS PROTECTED

Who Qualifies as a Protected Individual for Citizenship Status Discrimination

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO 1316	2019
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO 1376	2020
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO 1449	2022
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023

PLEA AGREEMENTS

Collateral Attack

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
---	---	------------	------

Generally

TOPICAL INDEX

04/30/2024

United States v. Yin Tien Chen, Individually and Winning Orchards, LLC 9 OCAHO 1092 2003

PLEADINGS

28 C.F.R. Section 68.9(e) Is Analogous To and Modeled After Federal Rule of Civil Procedure 15(a)

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

After An Answer Has Been Filed, Complainant Must Request Leave to Amend the Complaint

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

United States v. FRC Balance, LLC d/b/a True Food Kitchen 14 OCAHO 1366 2020

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

TOPICAL INDEX

04/30/2024

Allegations Not Plead in Complaint Not Considered

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

PLEADINGS

Amended Answer

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460b 2023

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475a 2023

Amended Complaint

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450k 2023

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456a 2022

TOPICAL INDEX

04/30/2024

<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO	1366	2020
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390	2021
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407a	2022
	15	OCAHO	1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394a	2021
	15	OCAHO	1394	2021
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423a	2022

PLEADINGS

Amendment(s)

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ba v. Wal-Mart Store 1199</i>	10	OCAHO	1163	2012
<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	496	1993

TOPICAL INDEX

04/30/2024

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	2003
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	1999
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	1998
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO	1305a	2018
	12	OCAHO	1305b	2018
	12	OCAHO	1305	2017
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	1992
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
<i>United States v. Creation & Innovation</i>	3	OCAHO	527	1993
<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO	1366	2020
<i>United States v. Garcia-Guaneros</i>	13	OCAHO	1334	2020
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	338	1991
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO	351	1991
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407a	2022

TOPICAL INDEX

04/30/2024

<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO 1407	2021
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO 408	1992
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO 1333	2020
<i>United States v. Sunshine Building Maintenance, Inc.</i>	7	OCAHO 997	1998
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO 1311	2018

PLEADINGS

Amendments To Pleadings May Be Made Only Before Issuance of Final Order

<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO 1311	2018
---	----	------------	------

Amendments to Pleadings Under Rule 15 of the Federal Rules of Civil Procedure

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO 1450k	2023
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO 1456a	2022

TOPICAL INDEX

04/30/2024

PLEADINGS

Amendments to Pleadings Under Rule 15(a) of the Federal Rules of Civil Procedure

Walied Shater v. Shell Oil Company 18 OCAHO 1504b 2024

Amendments to Pleadings Under Rule 15(a) of the Federal Rules of Civil Procedure

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd. 16 OCAHO 1417c 2022

Answer

Adolfo Cruz Deguzman v. First America Bank Corporation 3 OCAHO 585 1993

Crecencio Cabrera Mendez v. Jim Daniels 2 OCAHO 374 1991

TOPICAL INDEX

04/30/2024

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO	539	1993
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	136	1990
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	1991
<i>Jorge Pugliese v. Auto-Grafica Corporation</i>	5	OCAHO	820	1995
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO	519	1993
<i>Ramiro A. Villalobos v. Roumiguere Vineyards</i>	4	OCAHO	630	1994
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418b	2022
<i>United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez</i>	13	OCAHO	1341	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454a	2022
<i>United States v. Gregorio Alabada Makilan</i>	4	OCAHO	610	1994
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	1993
<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Martina Limon-Perez</i>	5	OCAHO	796	1995
<i>United States v. Mojave, Inc. d/b/a Casa Jose Café, a Texas Corporation</i>	3	OCAHO	473	1992
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448	2022
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

PLEADINGS

Answer Untimely Filed Without Showing of Good Cause

<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

Appropriate Disposition of Jurisdictionally Deficient Complaint is Dismissal

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
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TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022

PLEADINGS

Complainant Not Required to Plead Facts of Prima Facie Case for Claim Under Section 1324b

<i>Leola Branch v. Duong Schumacher</i>	14	OCAHO	1358	2020
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
<i>Terri Ann Jablonski v. Yorkson Legal, et al.</i>	12	OCAHO	1273	2016
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386b	2021

Complaint

<i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i>	3	OCAHO	496	1993
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	1991
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO	548	1993

TOPICAL INDEX

04/30/2024

<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO 203	1990
<i>Elodia Guzman v. Yakima Fruit & Cold Storage</i>	9	OCAHO 1066	2001
	9	OCAHO 1066	2001
<i>Emil Anis Halim v. Accu-Labs Research, Inc.</i>	3	OCAHO 474	1992
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 501	1993
<i>Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.</i>	7	OCAHO 943	1997
<i>Grzegorz Pioterek v. Anderson Cleaning Systems, Inc.</i>	3	OCAHO 539	1993
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 324	1991
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO 537	1993
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 322	1991
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO 425	1992
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO 438	1992
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO 107	1989
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO 383	1991
<i>Terrence McCaffrey v. LSI Logic Corporation</i>	6	OCAHO 867	1996

TOPICAL INDEX

04/30/2024

<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO 1366	2020
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO 870	1996
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO 1407	2021
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO 540	1993
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

PLEADINGS

Complaint Must Contain Clear and Concise Statement of Facts for Jurisdiction

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO 1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO 1396a	2022

TOPICAL INDEX

04/30/2024

PLEADINGS

Court May Consider Documents Incorporated Into Complaint by Reference

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413c 2022

Court Provided a Copy of the Answer to the Complainant As a Courtesy

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454a 2022

Court's Leave or Respondent's Consent Needed to Amend Complaint After Time Set in FRCP 15 Lapses

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450k 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

United States v. KLJ Leasing, LLC 16 OCAHO 1446 2022

TOPICAL INDEX

04/30/2024

<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO 1446	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO 1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO 1394	2021
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022

PLEADINGS

Definition

<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO 1475d	2023
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Documents Attached to Complaint Considered Part of Complaint

<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO 1323	2020
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO 1374a	2021
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO 1410	2022

Even Under Liberal Pleading Standards, Claims Lacking Adequate Basis Must Be Dismissed

TOPICAL INDEX

04/30/2024

Terri Ann Jablonski v. Kelly Legal Services, et al.

12 OCAHO 1282 2016

PLEADINGS

Excusable Neglect

D'Amico v. Erie Community College

7 OCAHO 927 1997

Failure to Respond

Miguel A. Gallegos v. Magna-View, Inc.

4 OCAHO 628 1994

United States v. Cordin Company

10 OCAHO 1162 2012

Failure to State With Specificity Basis of Allegations in Complaint

United States v. Garcia-Guaneros

13 OCAHO 1334 2020

United States v. Super 8 Motel & Vilella Italian Restaurant

10 OCAHO 1191 2013

TOPICAL INDEX

04/30/2024

PLEADINGS

Form of

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022

Generally

<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	1991
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	4	OCAHO	678	1994
<i>Sergio Flores Ortiz v. Moll-Tex Broadcasting Company</i>	3	OCAHO	440	1992
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO	784	1995
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO	456	1992
<i>United States v. Feliciano Leon-Gutierrez</i>	6	OCAHO	875	1996
<i>United States v. Hardeep Singh</i>	3	OCAHO	520	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO 499	1993
<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO 712	1994
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 396	1991
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	3	OCAHO 540	1993
<i>United States v. Split Rail Fence Company, Inc.</i>	10	OCAHO 1181	2013
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 533	1993
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>United States v. Zeferino Castillo, Individually</i>	3	OCAHO 505	1993

PLEADINGS

Inadequate

<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
--	---	-----------	------

Inconsistent Allegations in the Complaint

<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO 1443a	2022
---	----	-------------	------

TOPICAL INDEX

04/30/2024

PLEADINGS

Issuance

Time Computation(s)

Galdino Casillas Garcia v. McCarron Electric Company 5 OCAHO 747 1995

United States v. Workrite Uniform Company, Inc. 5 OCAHO 736 1995

Joint Stipulation of Dismissal With Prejudice

Y.Y. v. Zuora 15 OCAHO 1402b 2022

Judgment

United States v. Chums Corporation 6 OCAHO 842 1996

6 OCAHO 842 1996

United States v. Feliciano Leon-Gutierrez 6 OCAHO 875 1996

United States v. Gloria Fashions, Inc. 6 OCAHO 839 1996

TOPICAL INDEX

04/30/2024

United States v. Gloria Fashions, Inc. 6 OCAHO 839 1996

United States v. Harran Transportation Company, Inc. 6 OCAHO 857 1996

PLEADINGS

Jurisdictionally Deficient Complaint

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432c 2023

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423c 2023

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396b 2022

Lack of Specificity of Complaint Cannot be Raised Where No Discovery Sought

United States v. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 2013

Leave To Amend

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464a 2023

TOPICAL INDEX

04/30/2024

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)</i>	13	OCAHO	1333	2020

PLEADINGS

Leave To Amend Complaint

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464a	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332b	2019
	13	OCAHO	1332	2019
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456a	2022
<i>United States v. FRC Balance, LLC d/b/a True Food Kitchen</i>	14	OCAHO	1366	2020
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460a	2022
<i>United States v. KLJ Leasing, LLC</i>	16	OCAHO	1446	2022
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394a	2021

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

PLEADINGS

Leave To Amend Not Freely Granted Where Proposed Amendment Would Not Survive Motion to Dismiss

<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2019
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	2016
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
	12	OCAHO	1272	2016
<i>Vieri Verdesi v. Ark Rustic Inn, LLC</i>	13	OCAHO	1311	2018
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

Leave to Amend the Complaint May Be Denied If The Amendment Would Be Futile

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022

PLEADINGS

Motion to Strike

<i>United States v. David Jenkins</i>	4	OCAHO	649	1994
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009
<i>United States v. U.S. Style, Inc.</i>	5	OCAHO	793	1995
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475d	2023

Motion to Strike Affirmative Defenses

<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
--	----	-------	------	------

Motion to Strike Answer

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

PLEADINGS

Neither Detailed Fact Nor Evidence Pleading is Contemplated by OCAHO Rules

Terri Ann Jablonski v. Kelly Legal Services, et al.

12 OCAHO 1282 2016

*Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock
Symbol RHI*

12 OCAHO 1272 2016

Terri Ann Jablonski v. Yorkson Legal, et al.

12 OCAHO 1273 2016

OCAHO Does Not Demand the "Plausibility" Pleading Standard Required in Federal Courts

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410 2022

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332g 2020

United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM)

13 OCAHO 1333 2020

TOPICAL INDEX

04/30/2024

OCAHO Does Not Require Complainants to Present Evidence at the Pleading Stage

United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM) 13 OCAHO 1333 2020

PLEADINGS

OCAHO Maintains a Minimal Standard of Notice of Pleading

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

OCAHO's Definition of Pleading Does Not Explicitly Include Opposition Briefs to Motions

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475d 2023

Order Requiring Filing of Amended Answer

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475a 2023

TOPICAL INDEX

04/30/2024

PLEADINGS

Order Requiring Filing of Amended Complaint

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

United States v. Walmart Inc. (Bethlehem) 17 OCAHO 1475a 2023

Party May Amend Complaint Once As A Matter of Course Before A Responsive Pleading Is Served

United States v. La Parisienne Bakery, LLC 15 OCAHO 1390 2021

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

Party May Amend Complaint Once As A Matter of Course Within 21 Days of When Answer is Filed

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407 2021

United States v. Sal's Lounge 15 OCAHO 1394 2021

TOPICAL INDEX

04/30/2024

PLEADINGS

Party Seeking to File Supplemental Response Must Demonstrate Good Cause

R.S. v. Lattice Semiconductor 14 OCAHO 1362b 2021

Pleading Standard in OCAHO Cases

Alex J. Montalvo v. Kering Americas, Inc. 14 OCAHO 1350 2020

Leola Branch v. Duong Schumacher 14 OCAHO 1358 2020

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

United States v. Facebook, Inc. 14 OCAHO 1386b 2021

United States v. R & SL Inc., d/b/a Total Employment and Management (TEAM) 13 OCAHO 1333 2020

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375 2020

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

TOPICAL INDEX

04/30/2024

PLEADINGS

Representation

Jose E. Briceno Briceno-Briceno v. Farmco Farms 4 OCAHO 629 1994

Response to Order to Show Cause Is Not A de facto Amendment to Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd. 15 OCAHO 1396a 2022

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

Section 1324b Complaint Must Contain Factual Allegations That Give Rise to Inference of Discrimination

TOPICAL INDEX

04/30/2024

<i>Alex J. Montalvo v. Kering Americas, Inc.</i>	14	OCAHO	1350	2020
<i>Bienvenido Antonio Thompson v. Sanchez Auto Services, LLC</i>	12	OCAHO	1302	2017
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Steven Brown, et al. v. Pilgrims Pride Corporation</i>	14	OCAHO	1379	2020
<i>Terri Ann Jablonski v. Kelly Legal Services, et al.</i>	12	OCAHO	1282	2016
<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
	12	OCAHO	1272	2016

PLEADINGS

Service

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	645	1994
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1018	1998
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO	960	1997
<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO	1415	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022

TOPICAL INDEX

04/30/2024

<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO	721	1994
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
	16	OCAHO	1431	2022

PLEADINGS

Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473a	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
	16	OCAHO	1418	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

TOPICAL INDEX

04/30/2024

PLEADINGS

Significant Delay in Filing Motion to Amend Can Create Prejudice to Opposing Party

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450k 2023

Speculation and Hypotheses Cannot Substitute Facts and Complaint Must Contain Well-Pleaded Facts

Terri Ann Jablonski v. Kelly Legal Services, et al.

12 OCAHO 1282 2016

Standard

United States v. Split Rail Fence Company, Inc.

10 OCAHO 1181 2013

Summary Decision

Daniel Bendig v. Conoco, Inc.

9 OCAHO 1065 2001

TOPICAL INDEX

04/30/2024

<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO	686	1994
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
	14	OCAHO	1362c	2022
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	1999
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021

PLEADINGS

Supplemental

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	1994
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1047	2000

Time Computation(s)

<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO	438	1992
	3	OCAHO	418	1992

TOPICAL INDEX

04/30/2024

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

PLEADINGS

Timeliness

D'Amico v. Erie Community College 7 OCAHO 927 1997

Gurpreet Sodhi v. Maricopa Medical Center 10 OCAHO 1127 2008

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 664 1994

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Sutatip Uthai Woods v. Philips North America, LLC 14 OCAHO 1371 2020

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414e 2022

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

United States v. Hotel Martha Washington Corporation 5 OCAHO 786 1995

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

Translations

TOPICAL INDEX

04/30/2024

Jack Huang v. Queens Motel

2 OCAHO 343 1991

PLEADINGS

Under OCAHO Rules, Issues Tried by Consent of Parties May Be Treated As If Raised in Pleadings

R.S. v. Lattice Semiconductor

14 OCAHO 1362c 2022

Undue Delay in Filing Motion to Amend Complaint

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450k 2023

Upon Motion, The Court May Provide a Courtesy Copy of a Pleading

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454a 2022

Where Problem With Cause of Action is Substantive, Repleading Would Be Futile

TOPICAL INDEX

04/30/2024

<i>Terri Ann Jablonski v. Robert Half legal a/k/a Robert Half International Stock Symbol RHI</i>	12	OCAHO	1272	2016
	12	OCAHO	1272	2016

POLICY

Generally

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	510	1993
<i>Jack Huang v. Queens Motel</i>	2	OCAHO	364	1991
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO	322	1991
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO	377	1991
	2	OCAHO	396	1991

In Litigation, General Presumption Is That Parties Must Use Their Real Names

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450b	2022
------------------------------------	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Judgments By Default Are Generally Disfavored

<i>Porfirio Sperandio</i>	15	OCAHO	1400	2021
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
<i>Syed Faizzan Saghir v. Service Experts</i>	16	OCAHO	1422	2022
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459	2022
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024

POLICY

OCAHO Precedent Discourages the Issuance of Advisory Opinions

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450g	2023
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023

TOPICAL INDEX

04/30/2024

Public Policy Favors the Enforceability of Settlement Agreements

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421b 2023

PREEMPTION

State Police Actions Related to the Employment Verification System Are Preempted by Federal Law

United States v. Frimmel Management, LLC 12 OCAHO 1271 2017

United States v. Frimmel Management, LLC d/b/a Uncle Sam's 13 OCAHO 1271 2019

12 OCAHO 1271 2016

12 OCAHO 1271 2016

12 OCAHO 1271 2016

United States v. Frimmel Management, LLS 12 OCAHO 1271 2016

PREHEARING CONFERENCE

United States v. Ramiro Sanchez-Ochoa 16 OCAHO 1439 2022

16 OCAHO 1439 2022

TOPICAL INDEX

04/30/2024

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439 2022

PREHEARING CONFERENCE

ALJ Confirmed Pro Se Complainant's Understanding of Effect of Dismissal With Prejudice

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

ALJ Has Discretion to Hold Prehearing Conferences

A.S. v. Amazon Web Services

14 OCAHO 1381n 2021

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421 2022

ALJ May Accept Oral Motion at a Prehearing Conference or a Hearing

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

TOPICAL INDEX

04/30/2024

PREHEARING CONFERENCE

Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>Robert Heath v. Rang Technologies</i>	16	OCAHO	1420	2022
<i>United States v. Grove Hotel, LLC d/b/a Holiday Express</i>	18	OCAHO	1497	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022
	14	OCAHO	1375d	2022

Dismissal With Prejudice

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
---	----	-------	-------	------

Dismissal Without Prejudice

TOPICAL INDEX

04/30/2024

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416h 2024

PREHEARING CONFERENCE

Explanation of OCAHO's Settlement Officer Program

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471d 2023

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

United States v. Fresco Produce, Inc.

19 OCAHO 1530 2024

United States v. Leyendecker Construction, Inc.

19 OCAHO 1528 2024

United States v. PJ's of Texas

18 OCAHO 1524 2024

United States v. Zarco Hotels Incorporated

18 OCAHO 1518a 2024

Generally

United States v. Mushtaq Admed Chaudhry

3 OCAHO 576 1993

Good Cause for Continuance of Prehearing Conference

TOPICAL INDEX

04/30/2024

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>United States v. Grove Hotel, LLC d/b/a Holiday Express</i>	18	OCAHO	1497	2023
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024

PREHEARING CONFERENCE

Hearing Vacated Because of Nonappearance At Final Prehearing Conference

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324e	2021
--	----	-------	-------	------

Interpreter Provided for Prehearing Conference

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381i	2021
---	----	-------	-------	------

Motion for Continuance of Prehearing Conference

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

PREHEARING CONFERENCE

Motion for Prehearing Conference

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381i 2021

Motion for Prehearing Conference Should Specify Matters to Discuss

A.S. v. Amazon Web Services

14 OCAHO 1381n 2021

Oral Decision Rendered At Prehearing Conference and Memorialized in Written Order

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

Order Canceling Prehearing Conference for Lack of Agenda Purpost

TOPICAL INDEX

04/30/2024

A.S. v. Amazon Web Services

14 OCAHO 1381n 2021

PREHEARING CONFERENCE

Order Cancelling Prehearing Conference

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421 2022

Order Granting Motion for Continuance of Prehearing Conference

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

Order Granting Request for Continuance of Prehearing Conference

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

United States v. Muniz Concrete & Contracting, Inc.

19 OCAHO 1535 2024

TOPICAL INDEX

04/30/2024

PREHEARING CONFERENCE

Order Memorializing Prehearing Conference

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1491	2023
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530	2024
<i>Y.Y. v. Zuora</i>	15	OCAHO	1402b	2022

Order Setting Initial Prehearing Conference

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414	2022
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022

Order Setting Prehearing Conference After Extension of Stay of Proceedings

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456c 2023

PREHEARING CONFERENCE

Order Summarizing Prehearing Conference

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1491 2023

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

United States v. Alice Hotel Group LLC

18 OCAHO 1484a 2023

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen

18 OCAHO 1485b 2023

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416f 2023

United States v. Pasquel Hermanos, Inc.

18 OCAHO 1506 2023

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375c 2021

14 OCAHO 1375d 2022

United States v. Zarco Hotels Incorporated

18 OCAHO 1518a 2024

TOPICAL INDEX

04/30/2024

Parties Jointly Moved to Dismiss Without Prejudice at Prehearing Conference

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439a 2022

PREHEARING CONFERENCE

Parties Orally Provided Notice of Settlement at Prehearing Conference

United States v. Alice Hotel Group LLC

18 OCAHO 1484b 2024

United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439a 2022

Party May File Motion to Schedule Future Prehearing Conference

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

Prehearing Conference Held Pursuant to Motion

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381i 2021

TOPICAL INDEX

04/30/2024

PREHEARING CONFERENCE

Prehearing Conference May Be Canceled or Rescheduled If Conference Would Not Expedite Proceedings

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

Prehearing Conferences May Be Expedient Way to Resolve Written Motions When Hearing is Imminent

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375h 2022

Prehearing Conferences Should Be Held to Expedite Proceedings

A.S. v. Amazon Web Services 14 OCAHO 1381n 2021

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421 2022

Request Construed As An Oral Motion to Schedule a Prehearing Conference

TOPICAL INDEX

04/30/2024

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450c 2023

PREHEARING CONFERENCE

Request for Continuance of Prehearing Conference

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

United States v. Grove Hotel, LLC d/b/a Holiday Express

18 OCAHO 1497 2023

United States v. Muniz Concrete & Contracting, Inc.

19 OCAHO 1535 2024

Request to Have Prehearing Conference Can Only Be Received by Way of a Motion

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450c 2023

Summary of Prehearing Conference Pursuant to 28 C.F.R. Section 68.13(c)

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

TOPICAL INDEX

04/30/2024

United States v. Fresco Produce, Inc.

19 OCAHO 1530 2024

PREHEARING STATEMENTS

ALJ Declined to Consider Prehearing Statement as Response to Motion for Summary Decision

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a 2022

ALJ Required Pro Se Party to Clarify Prehearing Submission

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

Failure to Respond to Order for Prehearing Statements

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457b 2022

TOPICAL INDEX

04/30/2024

PREHEARING STATEMENTS

Failure to Timely File a Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460a 2022

Failure to Timely File Prehearing Statement Due to Excusable Neglect

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Order Accepting Untimely Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471 2023

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

Order Clarifying Prehearing Submissions

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

PREHEARING STATEMENTS

Order for Prehearing Statements

United States v. PJ's of Texas

18 OCAHO 1524 2024

Order Granting Extension of Time to File Prehearing Statement

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471 2023

United States v. Muniz Concrete & Contracting, Inc.

19 OCAHO 1535 2024

Order to Show Cause for Failure to File a Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460a 2022

TOPICAL INDEX

04/30/2024

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457b 2022

PREHEARING STATEMENTS

Order to Show Cause for Untimely Filing Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457b 2022

Requirements for Prehearing Statements

United States v. PJ's of Texas

18 OCAHO 1524 2024

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457a 2022

PREVAILING PARTY

Generally

Chand Wije v. Barton Springs/Edwards Aquifer C.D.

5 OCAHO 785 1995

Eusebio Huesca v. Rojas Bakery

4 OCAHO 654 1994

TOPICAL INDEX

04/30/2024

United States v. Workrite Uniform Company, Inc.

5 OCAHO 755 1995

PREVAILING PARTY

Prevailing Plaintiff Is Presumed To Be Entitled To An Award of Attorney's Fees

John A. Breda v. Kindred Braintree Hospital, LLC

11 OCAHO 1225 2014

Prevailing Respondent Awarded Fees Only If Complaint is Without Reasonable Foundation in Law or Fact

John A. Breda v. Kindred Braintree Hospital, LLC

11 OCAHO 1225 2014

With Prejudice

Eusebio Huesca v. Rojas Bakery

4 OCAHO 654 1994

PRIVATE RIGHT OF ACTION

Employer Sanctions

TOPICAL INDEX

04/30/2024

Juan Manuel Alamprese v. MNSH, Inc.

9 OCAHO 1094 2003

PRIVATE RIGHT OF ACTION

Generally

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1083 2002

No Private Right of Action to Bring a Document Fraud Claim Under Section 1324c

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

Only Section 1324b Confers the Right of an Individual to File an OCAHO Complaint

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Section 1324b Complaint Must Be Filed Within 90 Days of Receiving IER "90 Day Letter"

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

PRIVATE RIGHT OF ACTION

Statute Does Not Authorize Private Individuals to File Complaints Alleging Section 1324a Violations

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370 2020

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute

12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Timeframe to File Private Right of Action Under 8 U.S.C. Section 1324b

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414e 2022

PRIVILEGE CLAIM

Asserting Party Bears Burden of Establishing Privilege

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

TOPICAL INDEX

04/30/2024

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	2014
<i>United States v. Rose Acre Farms, Inc.</i>	12	OCAHO	1285a	2018
	12	OCAHO	1285	2016

PRIVILEGE CLAIM

Attorney-Client Privilege

<i>Dave O'Brian Tingling v. City of Richmond, VA</i>	13	OCAHO	1324b	2021
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372	2020

Attorney-Client Privilege Does Not Protect Facts and Should Be Narrowly Construed

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

PRIVILEGE CLAIM

Attorney-Client Privilege Protects Substance of Communications, Not Mere Fact of Communications

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

Business Records Used in Normal Course of Human Resource Duties Not Privileged

United States v. Rose Acre Farms, Inc.

12 OCAHO 1285a 2018

12 OCAHO 1285 2016

Common Interest Privilege

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

TOPICAL INDEX

04/30/2024

PRIVILEGE CLAIM

Conclusory/Boilerplate Objections Fail to Meet Burden of Establishing Privilege

United States v. Durable, Inc. 11 OCAHO 1221 2014

Discovery

Jenliih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1087 2002

9 OCAHO 1084 2002

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

United States v. Rose Acre Farms, Inc. 12 OCAHO 1285a 2018

12 OCAHO 1285 2016

Fifth Amendment

TOPICAL INDEX

04/30/2024

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 777	1995
<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
<i>United States v. David Segura-Sataray</i>	4	OCAHO 708	1991
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO 644	1994
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 897	1996
<i>United States v. Pedro Dominguez</i>	6	OCAHO 910	1997
<i>United States v. Roberto C. Davila</i>	6	OCAHO 903	1996

PRIVILEGE CLAIM

Generally

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1087	2002
	9	OCAHO 1084	2002
<i>United States v. Maria Elizondo Garza d/b/a Garza Farm Labor</i>	4	OCAHO 644	1994

Law Enforcement Privilege

TOPICAL INDEX

04/30/2024

United States v. Capital Fireproof Door

14 OCAHO 1372 2020

PRIVILEGE CLAIM

Party Withholding Documents Based on Privilege Must Complete Privilege Log

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388d 2021

United States v. Capital Fireproof Door

14 OCAHO 1372 2020

Privilege Is Waived When Protected Materials Are Disclosed

Dave O'Brian Tingling v. City of Richmond, VA

13 OCAHO 1324b 2021

United States v. Capital Fireproof Door

14 OCAHO 1372 2020

To Invoke Common Interest Privilege, Party Must Establish That Attorney-Client Privilege Applies

Mike De Leon v. Longoria Farms/Martin Longoria

13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al.

13 OCAHO 1320 2019

TOPICAL INDEX

04/30/2024

PRIVILEGE CLAIM

Work Product Privilege

United States v. Capital Fireproof Door 14 OCAHO 1372 2020

PRO SE

Abandonment

Adolfo Cruz Deguzman v. First America Bank Corporation 3 OCAHO 585 1993

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471c 2023

Arnulfo Medina v. Bend-Pack, Inc. 5 OCAHO 791 1995

Esther Din Brooks v. Watts Window World 3 OCAHO 570 1993

Martin A. Holguin v. Dona Ana Fashions 4 OCAHO 605 1994

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427b 2022

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

TOPICAL INDEX

04/30/2024

<i>Tito Ponce Chavez v. National By-Products</i>	4	OCAHO 620	1994
<i>United States v. Mushtaq Admed Chaudhry</i>	3	OCAHO 576	1993
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO 1543	2024
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO 1472	2023

PRO SE

ALJ Confirmed Pro Se Complainant's Understanding of Effect of Dismissal With Prejudice

<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO 1402c	2022
----------------------------	----	-------------	------

ALJ Construed Pro Se Motion to Add Third Party as Motion to Amend Complaint

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417c	2022
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ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

TOPICAL INDEX

04/30/2024

PRO SE

ALJ Construed Pro Se Party's Filing As Response to Motion for Summary Decision

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450i 2023

ALJ Exercised Discretion Favorably for Pro Se Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc

15 OCAHO 1388g 2022

ALJ Provided Pro Se Complainant With Courtesy Copy of Order

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426c 2023

ALJ Required Pro Se Party to Clarify Prehearing Submission

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

PRO SE

All Parties Are Expected to Comply With Rules and Orders

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388a 2021

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400a 2022

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417a 2022

All Persons in OCAHO Proceedings Are Expected to Act With Integrity and in an Ethical Manner

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

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

TOPICAL INDEX

04/30/2024

<i>Jose Jasso v. Danbury Hilton & Towers</i>	3	OCAHO 566	1993
<i>Maria Fuentes v. Grace Culinary Systems</i>	6	OCAHO 873	1996
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021

PRO SE

Citizenship Status Discrimination

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1050	2000
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO 1432f	2023

Compassion of Pro Se Status May Be Outweighed By Need for Participation by the Parties

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc</i>	15	OCAHO 1388g	2022
---	----	-------------	------

TOPICAL INDEX

04/30/2024

Complaint May Be Deemed Abandoned for Disregarding ALJ Orders, Even When Complainant Is Pro Se

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO 1471c	2023
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO 1427b	2022
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO 1472	2023

PRO SE

Court May Accept a Pro Se Answer That Does Not Fully Comport With 28 C.F.R. Section 68.9(c)

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO 1501	2023

Default Judgment

<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO 1413	2022
<i>United States v. Alliance Construction, Inc.</i>	7	OCAHO 983	1998

TOPICAL INDEX

04/30/2024

Documents Filed by Pro Se Parties May Be Construed Liberally

<i>Cassandra Monty v. USA2GO Quick Stores</i>	16	OCAHO	1443a	2022
<i>Robert Heath v. Optnation and an Anonymous Employer</i>	14	OCAHO	1374a	2021
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413	2022
<i>United States v. Advanced Digital Solutions International, Inc.</i>	14	OCAHO	1383	2020
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

PRO SE

Equitable Tolling

<i>Bienvenido Antonio Thompson v. Prestige Towing Services</i>	13	OCAHO	1309	2018
--	----	-------	------	------

Ex Parte Communication(s)

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	1997

TOPICAL INDEX

04/30/2024

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450c	2023
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438e	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

TOPICAL INDEX

04/30/2024

PRO SE

Explanation of Discovery Process to Pro Se Party

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381i 2021

Failure to Comply with Court-Imposed Deadline

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Generally

Eusebio Huesca v. Rojas Bakery 4 OCAHO 654 1994

Florinda Kattan v. Union League Club of Chicago 3 OCAHO 586 1993

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 2003

United States v. Mushtaq Admed Chaudhry 3 OCAHO 576 1993

United States v. Mushtaq Ahmed Chaudhry 3 OCAHO 588 1993

TOPICAL INDEX

04/30/2024

PRO SE

Government Should Comply With the Law In Good Faith, Especially When Dealing With Pro Se Party

Translation(s)

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1217 2014

11 OCAHO 1217 2014

Lack of Familiarity Not Carte Blanche for Noncompliance With Court Orders

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

Participation in Settlement Officer Program

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471d 2023

Pro Se "Complaint Withdrawal Form" Construed As Motion to Withdraw Complaint

TOPICAL INDEX

04/30/2024

Y.Y. v. Zuora, Inc.

15 OCAHO 1402c 2022

PRO SE

Pro Se Complaints May Be Construed Liberally

Alex J. Montalvo v. Kering Americas, Inc.

14 OCAHO 1350 2020

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a 2022

Leola Branch v. Duong Schumacher

14 OCAHO 1358 2020

Pro Se Litigant Is Not Entitled to Claim Attorney's Fees for Representing Self

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

Pro Se Litigant Who Is An Attorney is Not Entitled to Claim Attorney's Fees for Representing Self

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

13 OCAHO 1332j 2021

TOPICAL INDEX

04/30/2024

PRO SE

Pro Se Litigants Have Duty to Familiarize Themselves With Requirements of the Forum

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471c 2023

Pro Se Motions May Be Construed Liberally

Li Zu v. Avalon Valley Rehabilitation Center 14 OCAHO 1376 2020

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

Pro Se Status a Factor in Granting Motion for Leave to File Reply

TOPICAL INDEX

04/30/2024

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385b 2021

PRO SE

Service

Martin A. Holguin v. Dona Ana Fashions

4 OCAHO 605 1994

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400a 2022

Summary Decision

Duty to Provide Notice

Carlos Aciar v. Rosen's Delicatessen

9 OCAHO 1086 2002

To Invoke Common Interest Privilege, Party Must Establish That Attorney-Client Privilege Applies

Kevin Raffay v. Western Digital

10 OCAHO 1159 2012

PROTECTIVE ORDER

TOPICAL INDEX

04/30/2024

ALJ Has No Authority to Issue Order Protecting Party From Harassment Unrelated to Discovery

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370	2020
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021

PROTECTIVE ORDER

ALJ May Issue Protective Order Upon Showing of Good Cause

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388c	2021
<i>Temitope Ogunrinu v. Law Resources</i>	13	OCAHO	1332	2020
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
<i>United States v. Durable, Inc.</i>	11	OCAHO	1221	2014
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021

TOPICAL INDEX

04/30/2024

PROTECTIVE ORDER

ALJ's Authority Is Limited to Issuing Protective Orders Regarding Discovery-Related Matters

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

ALJ's Authority to Issue Protective Orders Is Limited to Discovery-Related Matters

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

15 OCAHO 1388c 2021

Amending or Dissolving a Protective Order

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Certification(s)

TOPICAL INDEX

04/30/2024

United States v. Guardsmark

4 OCAHO 614 1994

PROTECTIVE ORDER

Court Resolves Whether Discovery Comports with OCAHO's Rules Via Protective Order

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Depositions

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385a 2021

Discovery

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464b 2023

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1084 2002

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332d 2020

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO	1332e	2020
<i>United States v. Chancery Staffing Solutions, LLC et al.</i>	13	OCAHO	1326a	2019
	13	OCAHO	1326	2019
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386a	2021
	14	OCAHO	1386a	2021
	14	OCAHO	1386d	2021
	14	OCAHO	1386c	2021
<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	2002

PROTECTIVE ORDER

Evaluating Proposed Protective Order Requires Balancing Harm with Importance of Open Proceedings

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464b	2023
---	----	-------	-------	------

Ex Parte Communication(s)

<i>United States v. Select Temporaries, Inc. d/b/a Select Personnel Services</i>	9	OCAHO	1079	2002
--	---	-------	------	------

TOPICAL INDEX

04/30/2024

PROTECTIVE ORDER

Generally

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464b	2023
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 635	1994
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO 763	1995
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO 1049	2000
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO 813	1995
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO 639	1994
<i>United States v. Agripac, Inc.</i>	8	OCAHO 1017	1998
<i>United States v. Guardsmark</i>	4	OCAHO 614	1994

It Is Unusual To Prohibit the Taking of a Deposition Absent Extraordinary Circumstances

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332e	2020
--	----	-------------	------

TOPICAL INDEX

04/30/2024

Limit on Temporal Scope of Discovery Allowed Where Request is Overly Broad/Unduly Burdensome

United States v. Durable, Inc.

11 OCAHO 1221 2014

PROTECTIVE ORDER

Motion for Entry of Protective Order

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464b 2023

OCAHO Lacks Authority to Issue Restraining Orders

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388c 2021

Order Denying Motion for a Protective Order

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370 2020

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385a 2021

TOPICAL INDEX

04/30/2024

United States v. Facebook, Inc.

14 OCAHO 1386a 2021

14 OCAHO 1386a 2021

PROTECTIVE ORDER

Order Granting Motion for Entry of Protective Order

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464b 2023

Party Seeking Protective Order Has Burden of Showing Good Cause

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464b 2023

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388c 2021

Temitope Ogunrinu v. Law Resources

13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP

13 OCAHO 1332e 2020

United States v. Chancery Staffing Solutions, LLC et al.

13 OCAHO 1326a 2019

13 OCAHO 1326 2019

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1234 2014

TOPICAL INDEX

04/30/2024

United States v. Facebook, Inc.

14 OCAHO 1386a 2021

14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

14 OCAHO 1386c 2021

PROTECTIVE ORDER

Protective Order Applies to Production of Information, Not Collection of Information

United States v. Facebook, Inc.

14 OCAHO 1386e 2021

Protective Orders Only Issued Upon Motion and For Good Cause

Ali Talebinejad v. Massachusetts Institute of Technology

17 OCAHO 1464b 2023

United States v. Facebook, Inc.

14 OCAHO 1386c 2021

Request for Protective Order Must Specify What Information the Party Seeks to Protect

TOPICAL INDEX

04/30/2024

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388c 2021

PROTECTIVE ORDER

Showing of Good Cause Must Be Based on Particular and Specific Demonstration of Fact

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464b 2023

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2020

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332e 2020

United States v. Chancery Staffing Solutions, LLC et al. 13 OCAHO 1326a 2019

13 OCAHO 1326 2019

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 2014

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

14 OCAHO 1386d 2021

Stay of Discovery Is Not Automatic Pending a Motion to Dismiss

United States v. Facebook, Inc. 14 OCAHO 1386a 2021

TOPICAL INDEX

04/30/2024

PROTECTIVE ORDER

Stipulation

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464b	2023
<i>United States v. Agripac, Inc.</i>	8	OCAHO 1017	1998
<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386d	2021

The Standard for Issuance of a Protective Order Is High

<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332e	2020
--	----	-------------	------

Vague Justification Insufficient to Demonstrate Good Cause for Protective Order

<i>United States v. Facebook, Inc.</i>	14	OCAHO 1386c	2021
--	----	-------------	------

RECRUITMENT

TOPICAL INDEX

04/30/2024

Generally

<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	2005
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO	760	1995
	5	OCAHO	760	1995

RECUSAL

Accusations of Bias Upon Which to Recuse Themselves From the Case

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
---	----	-------	-------	------

ALJ Found No Basis Upon Which to Recuse Themselves From the Case

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432b	2022
---	----	-------	-------	------

Generally

TOPICAL INDEX

04/30/2024

<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO 1104	2004
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO 1034	1999
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO 666	1994
<i>William S. Monda v. Staryhab, Inc.</i>	8	OCAHO 1002	1998

REGULATIONS

5/10 Year Rule

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 653	1994

Abandonment

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO 1427b	2022
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO 1487a	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO 1457c	2023

TOPICAL INDEX

04/30/2024

REGULATIONS

Amended Complaint

<i>Ravi Sharma v. NVIDIA Corp.</i>	17	OCAHO	1450k	2023
<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

Answer

<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487	2023
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024

Cause of Action

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
--	---	-------	-----	------

TOPICAL INDEX

04/30/2024

REGULATIONS

Charge

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648 1994

Closing the Record

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Complaint

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648 1994

Contents of a Charge Under Section 1324b

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2019

TOPICAL INDEX

04/30/2024

REGULATIONS

Definition of Independent Contractors

United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services 11 OCAHO 1257 2015

Discovery

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

Dismissal of Complaint

Y.Y. v. Zuora, Inc. 15 OCAHO 1402c 2022

Employer(s)

Alan Rusk v. Northrop Corporation and Department of Defense 4 OCAHO 607 1994

TOPICAL INDEX

04/30/2024

Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm

9 OCAHO 1115 2005

REGULATIONS

Ex Parte Communication(s)

Sophie Ackermann v. Mindlance, Inc,

17 OCAHO 1462c 2023

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

Final Order

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375k 2023

Generally

TOPICAL INDEX

04/30/2024

<i>Audrey Murtano v. C. R. England, Inc.</i>	9	OCAHO	1116	2005
<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	635	1994
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO	586	1993
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO	156	1990
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	1993
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO	450	1992
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	1993
<i>United States v. Northwest Airlines, Inc.</i>	3	OCAHO	452	1992
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO	445	1992

REGULATIONS

Hearing(s)

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO	593	1994
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375k	2023

TOPICAL INDEX

04/30/2024

Interim Rule(s)

United States v. Diversified Technology and Services of Virginia, Inc. 9 OCAHO 1095 2003

REGULATIONS

OCAHO Is Guided by IER's Regulations in Determining What Constitutes a Charge

M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute 12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc. 13 OCAHO 1308 2018

OCAHO Regulations Do Not Provide Deadlines for Replies to Answers

Zaji Zajradhara v. Mariana Pharmacy 18 OCAHO 1507b 2024

OCAHO Regulations Do Not Provide for Limited Appearances

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

REGULATIONS

OCAHO Rules Prohibit Ex Parte Communications

Sophie Ackermann v. Mindlance, Inc,

17 OCAHO 1462c 2023

OCAHO's Regulations Provide That A Party Has Ten Days to File an Opposition

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

OCAHO's Rules Are Silent as to Voluntary Dismissals Outside the Settlement Context

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

OCAHO's Rules Provide for Dismissal Under Various Specific Circumstances

TOPICAL INDEX

04/30/2024

United States v. Diega Quisquina-Yaxon

17 OCAHO 1474a 2023

REGULATIONS

Office of the Chief Administrative Hearing Officer

Michael Williamson v. Autorama, Inc.

1 OCAHO 174 1990

Official Notice

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433c 2023

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

15 OCAHO 1411c 2023

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385e 2023

14 OCAHO 1385f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395d 2023

15 OCAHO 1395e 2023

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437c 2023

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447b	2023
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434b	2023
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418c	2022
	16	OCAHO	1418d	2023
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413d	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427c	2022
<i>Robert Paul Heath v. Tech Global Systems, Inc.</i>	16	OCAHO	1419b	2022
	16	OCAHO	1419c	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410d	2022

REGULATIONS

Official Notice Inappropriate When Document Subject to Various Interpretations

<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437b	2023
--	----	-------	-------	------

Parties Have a Duty to Familiarize Themselves with OCAHO's Regulations

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426 2022

REGULATIONS

Regulations Governing Discovery

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510a 2023

Representation

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456 2022

Rule 25 of the FRCP Does Not Conflict with OCAHO's Rules or the Administrative Procedure Act

Robert Heath v. Ancile, Inc.

15 OCAHO 1411b 2022

Sanctions

TOPICAL INDEX

04/30/2024

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

REGULATIONS

Service of Complaint

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473a 2023

Leonarda Ramirez v. Sam's Club 18 OCAHO 1525 2024

Porfirio Sperandio 15 OCAHO 1400 2021

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

United States v. TX Pollo Feliz LLC 18 OCAHO 1503 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

16 OCAHO 1431 2022

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

TOPICAL INDEX

04/30/2024

REGULATIONS

Service of Pleadings Other Than Complaints is Effective at the Time of Mailing

R.S. v. Lattice Semiconductor 14 OCAHO 1362g 2024

Settlement

Daniela Violante v. The Giant Food Company 17 OCAHO 1458 2022

Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams 16 OCAHO 1481a 2023

Jack Graham v. Ameriflight 18 OCAHO 1482 2023

Jose Ramon Toro v. Bioreference Laboratories 18 OCAHO 1511 2023

Jose Toro v. Bioreference Laboratories 18 OCAHO 1511a 2024

Rider F. Garcia v. Can-Am Electric, LLC 15 OCAHO 1401 2021

Robert Paul Heath v. Springshine Consulting and Anonymous Employer 16 OCAHO 1421b 2023

United States v. Alice Hotel Group LLC 18 OCAHO 1484a 2023

United States v. California Mantel, Inc. 10 OCAHO 1168 2013

TOPICAL INDEX

04/30/2024

<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
	18	OCAHO	1492	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	1994
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023

REGULATIONS

Statute of Limitations

<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO	755	1995
--	---	-------	-----	------

Timeframe to File Private Right of Action Under 8 U.S.C. Section 1324b

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Timeliness

<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO 1115	2005
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
<i>United States v. MRD Landscaping & Maintenance Corp.</i>	15	OCAHO 1407c	2022
<i>United States v. Performance Printing Corporation</i>	5	OCAHO 779	1995
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO 1503	2023

REGULATIONS

Transcripts

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375j	2023
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432i	2024
	16	OCAHO 1432h	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426g	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426f	2024

TOPICAL INDEX

04/30/2024

Withdrawal

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

REHIRE

Generally

United States v. Ketchikan Drywall Services, Inc. 10 OCAHO 1139 2011

REMANDS

ALJ Must Provide Parties An Opportunity to Secure Evidence to Fully Develop Record on Remand

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375f 2022

Case Remanded to ALJ for Reassessment of Fine

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 2014

United States v. Edgemont Group, LLC 17 OCAHO 1470c 2023

TOPICAL INDEX

04/30/2024

REMANDS

Case Remanded to ALJ for Reassessment of Fine Based on Error of Fact and Law

Acceptable

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1217 2014

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

Case Remanded to Further Develop the Record

United States v. Samuel Tominiyi Fasakin

14 OCAHO 1375f 2022

Generally

TOPICAL INDEX

04/30/2024

<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO 358	1991
	2	OCAHO 358	1991
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO 389	1991

REMANDS

Order for Briefing on Remand

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470c	2023
---	----	-------------	------

Order Identifying Question on Remand

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470c	2023
---	----	-------------	------

Record on Remand

<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470c	2023
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375f	2022

TOPICAL INDEX

04/30/2024

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

Award of Front Pay Cannot Be Unduly Speculative

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Back Pay

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Back Pay Denied Where Complainant Made More in Interim Earnings Than Lost Wages

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

REMEDIES

Back Pay Reduced by Interim Earnings

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Back Pay Should Only Be Denied in Exceptional Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Back Pay Typically Ordered to Compensate Individual for Earnings Lost Due to Discrimination

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

TOPICAL INDEX

04/30/2024

Cease and Desist Order Inapplicable to Paperwork Violations

United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant 15 OCAHO 1403 2021

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436b 2023

REMEDIES

Cease and Desist Order Required for Knowing Hire or Continuing to Employ Violations

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 2014

United States v. Muniz Concrete & Contracting, Inc. 12 OCAHO 1278 2016

Civil Penalty Assessment for 1324b Cases Looks to the Totality of the Circumstances

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

Compensatory Damages Are Not Available in Section 1324b Cases

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

REMEDIES

Damages Under 8 U.S.C. Section 1324b(g)(2)(B)

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

TOPICAL INDEX

04/30/2024

REMEDIES

Front Pay Denied Where Complainant's Work Was Too Speculative to Determine Damages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Incidental Costs of Litigation Are Not An Available Remedy in Section 1324b Cases

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Liability Finding Under Section 1324b Requires Issuance of Cease and Desist Order

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Jerry Estopy and Manuel Bortoni, d/b/a Estopy Farms 11 OCAHO 1256 2015

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

TOPICAL INDEX

04/30/2024

Mathematical Certainty Not Required for Monetary Damages, But Reasonable Basis is Required

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

REMEDIES

Monetary Damages Under Section 1324b Limited to Back Pay, Front Pay, and Attorney's Fees

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

OCAHO Cannot Compel Release of IER Investigatory Records Pursuant to FOIA of the Privacy Act

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

REMEDIES

Practical Considerations in Awarding Front Pay

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

REPRESENTATION

A Non-Attorney May Represent a Party in OCAHO Proceedings Only Upon Approval by the ALJ

Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.

13 OCAHO 1321a 2019

ALJ Exercised Discretion to Accept Untimely Notice of Appearance

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438e 2023

Attorney Must File Notice of Appearance to Represent Party in OCAHO Proceedings

TOPICAL INDEX

04/30/2024

United States v. PJ's of Texas 18 OCAHO 1524 2024

United States v. Popo's Bar and Restaurant 15 OCAHO 1398 2021

REPRESENTATION

Attorney Representing Private Party and Appearing on Filings Must File Notice of Appearance

United States v. Louisiana Crane Company, LLC d/b/a Louisiana Crane and Construction 11 OCAHO 1246 2015

Attorney's Filing of Request for Hearing Constitutes Notice of Appearance

United States v. Sal's Lounge 15 OCAHO 1394b 2022

Class Action

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 2003

Jose E. Briceno Briceno-Briceno v. Farmco Farms 4 OCAHO 629 1994

TOPICAL INDEX

04/30/2024

Terrence McCaffrey v. LSI Logic Corporation 6 OCAHO 867 1996

REPRESENTATION

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

Acceptable

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

TOPICAL INDEX

04/30/2024

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1217 2014

REPRESENTATION

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

TOPICAL INDEX

04/30/2024

United States v. Mushtaq Ahmed Chaudhry

4 OCAHO 666 1994

REPRESENTATION

Notice of Appearance

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433 2022

United States v. ABCO Solar, Inc.

17 OCAHO 1465 2022

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456 2022

United States v. Pasquel Hermanos, Inc.

18 OCAHO 1506 2023

United States v. PJ's of Texas

18 OCAHO 1524 2024

OCAHO Regulations Do Not Provide for Limited Appearances

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

OCAHO Rules Do Not Apply to Representation Before a Complaint is Filed With OCAHO

TOPICAL INDEX

04/30/2024

United States v. Chen Wilmington, Inc.

11 OCAHO 1241 2015

REPRESENTATION

OCAHO Rules Explicitly Allow for Representation By a Non-Attorney Under Certain Circumstances

United States v. Chen Wilmington, Inc.

11 OCAHO 1241 2015

Order Requiring Filing of Notice of Appearance

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

Partners and General Officers Are Appropriate Representatives for Parties in OCAHO Proceedings

United States v. Black Belt Security & Investigation, LLC

17 OCAHO 1456d 2024

Pro Se

TOPICAL INDEX

04/30/2024

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	2006
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1097	2003
<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	2012
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO	588	1993

REPRESENTATION

Registered Agent Representing Corporation Must File Notice of Appearance

<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022
---	----	-------	------	------

Request for a Hearing

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	1994
--	---	-------	-----	------

Tax Protester

TOPICAL INDEX

04/30/2024

Lee v. AT&T

7 OCAHO 924 1997

REPRESENTATION

Withdrawal

United States v. Esther Flores-Martinez

4 OCAHO 647 1994

4 OCAHO 682 1994

United States v. HDB Network Technology, Inc.

18 OCAHO 1483 2023

United States v. Maria Celia Aispuro-Nunez

5 OCAHO 745 1995

United States v. Renato Parondo Jaque

6 OCAHO 823 1995

6 OCAHO 823 1995

United States v. Technical Marine Maintenance and Gulf Coast Workforce

13 OCAHO 1312a 2018

United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC

13 OCAHO 1312 2018

United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC

13 OCAHO 1312 2018

REQUEST FOR HEARING

ALJ Declined to Dismiss Request for Hearing Based on Abandonment

TOPICAL INDEX

04/30/2024

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

REQUEST FOR HEARING

ALJ Provided Party Opportunity to Advise on Whether It Intended to Pursue Its Request for Hearing

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459c 2023

ALJ Provided Party Opportunity to Explain Why Case Should Not Be Dismissed Based on Abandonment

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza

17 OCAHO 1459d 2023

Appearance

United States v. Green Plaza, Inc.

4 OCAHO 618 1994

Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing

TOPICAL INDEX

04/30/2024

<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487b	2024
	18	OCAHO	1487a	2023
	18	OCAHO	1487	2023
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460b	2023
	17	OCAHO	1460a	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Milwhite, Inc.</i>	17	OCAHO	1469a	2023
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459d	2023
<i>United States v. Nash Patio and Garden Ltd., Co.</i>	19	OCAHO	1543	2024
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
	17	OCAHO	1448b	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
	17	OCAHO	1457b	2022
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022

REQUEST FOR HEARING

Generally

<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO	553	1993
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO	479	1992
<i>United States v. Manuel Medina, Jr., Individually d/b/a The Montana Hideaway</i>	3	OCAHO	485	1993

Hearing Unnecessary Where No Genuine Issue of Material Fact is in Dispute

TOPICAL INDEX

04/30/2024

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

United States v. Keegan Varitey, LLC 11 OCAHO 1238 2014

REQUEST FOR HEARING

If Request for Hearing Is Deemed Abandoned, Notice of Intent to Fine Becomes Final Order

United States v. DJ's Transport 18 OCAHO 1488a 2024

United States v. Dubose Drilling, Inc. 18 OCAHO 1487b 2024

18 OCAHO 1487a 2023

Motion to Dismiss Request for Hearing Based on Abandonment

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

Notice That Request for Hearing May Be Deemed Abandoned

United States v. DJ's Transport 18 OCAHO 1488a 2024

TOPICAL INDEX

04/30/2024

United States v. Dubose Drilling, Inc. 18 OCAHO 1487a 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459d 2023

REQUEST FOR HEARING

Request for Hearing May Be Dismissed Upon Its Abandonment by Party Who Filed It

United States v. ALCO Construction, Inc. 18 OCAHO 1517 2024

United States v. Chilitto Pikin LLC 18 OCAHO 1486 2023

United States v. Dubose Drilling, Inc. 18 OCAHO 1487b 2024

18 OCAHO 1487a 2023

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales 18 OCAHO 1515 2024

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460 2022

17 OCAHO 1460b 2023

17 OCAHO 1460a 2022

United States v. Mendoza Maintenance Group, Inc. 18 OCAHO 1516 2024

United States v. Milwhite, Inc. 17 OCAHO 1469a 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459d 2023

United States v. Nash Patio and Garden Ltd., Co. 19 OCAHO 1543 2024

TOPICAL INDEX

04/30/2024

<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448b	2022
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
	17	OCAHO	1461	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457c	2023
	17	OCAHO	1457b	2022
<i>United States v. Triple Crown Restaurant Group LLC</i>	16	OCAHO	1444b	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023

REQUEST FOR HEARING

Statute Aimed At All Employers, Not Just Traffickers or Those Who Hire Unauthorized Workers

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
---	----	-------	------	------

REQUESTS FOR ADMISSION

Generally

<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

REQUESTS FOR ADMISSION

OCAHO Rules Do Not Require A Party to Attach Cited Document to a Request for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

OCAHO Rules Require A Reasonable Inquiry In Response to a Request for Admission

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Party Responding to Request for Admission Cannot Shift Reasonable Inquiry Obligation Unilaterally

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Party Responding to Request for Admission Must Conduct Reasonable Search Before Denying Inquiry

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

TOPICAL INDEX

04/30/2024

REQUESTS FOR PRODUCTION

Discovery Obligations

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450f 2023

Generally

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450f 2023

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

OCAHO Regulations Do Not Require a Particular Verification for Requests for Production

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450f 2023

Requests for Production of Documents

TOPICAL INDEX

04/30/2024

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

REQUESTS FOR PRODUCTION

Requests for Production of Documents Must Describe Documents With Reasonable Particularity

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Requirements for Requests for Production

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Response

Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450f 2023

REQUESTS FOR RELIEF

ALJ Has Discretion to Bifurcate Resolution of Issues Raised in Motion

TOPICAL INDEX

04/30/2024

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

REQUESTS FOR RELIEF

Bifurcation of Discovery-Related Requests for Relief Raised in Motion

R.S. v. NVIDIA Corp.

17 OCAHO 1450a 2022

FOIA and Privacy Act Requests for Relief are Outside of OCAHO's Jurisdiction

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414d 2022

Form of

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.

15 OCAHO 1388 2021

Jenlih John Hsieh v. PMC - Sierra, Inc.

9 OCAHO 1089 2003

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400a 2022

TOPICAL INDEX

04/30/2024

<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375e	2022
<i>Zaji Obatala Zajradhara</i>	16	OCAHO	1438c	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417a	2022

REQUESTS FOR RELIEF

Motion Construed as Request for Preliminary Injunction

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
---	----	-------	-------	------

Party Moving for Preliminary Injunction Bears Burden of Persuasion

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
---	----	-------	-------	------

Preliminary Injunction

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

REQUESTS FOR RELIEF

Requests for Relief Must Be Submitted in the Form of a Motion

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400a	2022
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO 1375e	2022
<i>Zaji Obatala Zajradhara</i>	16	OCAHO 1438c	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO 1417a	2022
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO 1472a	2023

RES JUDICATA

Doesn't Apply if Cause of Action is Different Than In Earlier Case

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO 1216	2015
	11	OCAHO 1216	2014

Generally

TOPICAL INDEX

04/30/2024

<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1047	2000
<i>United States v. Alberto Noriega-Perez</i>	6	OCAHO 859	1996
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994

RES JUDICATA

Inapplicable to IRCA Proceeding Initiated After Earlier Criminal Charges Had Been Dismissed

<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380a	2021
---	----	-------------	------

Issues Are Not the Same Where Second Action Involves Application of Different Legal Standard

<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO 1264	2015
---	----	------------	------

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

<i>United States v. Split Rail Fence Company, Inc.</i>	11	OCAHO 1216	2015
	11	OCAHO 1216	2014

TOPICAL INDEX

04/30/2024

RETALIATION

Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee

R.O. v. Crossmark, Inc.

11 OCAHO 1236 2014

Amount of Time Between Protected Activity and Retaliatory Event May Be Relevant to Causation

Zaji Obatala Zajradhara v. GIG Partners, Inc.

14 OCAHO 1363c 2021

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

Armando Huberth Crespo v. FAMSA, Inc.

13 OCAHO 1337 2019

TOPICAL INDEX

04/30/2024

<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO	1354	2020
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	2014
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

RETALIATION

Cause of Action

<i>Kevin Raffay v. Western Digital</i>	10	OCAHO	1159	2012
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

Cease and Desist

<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995
---	---	-------	-----	------

TOPICAL INDEX

04/30/2024

RETALIATION

Claims of Retaliation for Engaging in Union Activity Must Be Pursued in a Different Forum

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

Complaining About Sexual Harassment Is Not Protected Activity Within the Meaning of Section 1324b

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc. 11 OCAHO 1260 2015

Counterclaim May Be Considered Retaliatory if it is Objectively Baseless

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

Each Discrete Retaliatory Action Starts a New Clock For Filing a Charge With IER

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

TOPICAL INDEX

04/30/2024

RETALIATION

Employer Bears Burden to Articulate Non-Retaliatory Reason for Employment Action

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Evidence of Pretext Must Be Specific and Substantial

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

TOPICAL INDEX

04/30/2024

Filing Complaint With USCIS for Conduct in Adjustment of Status Interview Not Protected Activity

Jayaben Patel v. USCIS Boston

14 OCAHO 1353a 2020

RETALIATION

Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee

10 OCAHO 1212 2014

Filing With EEOC Is Not Protected Activity Under Section 1324b(a)(5)

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority

13 OCAHO 1306a 2018

13 OCAHO 1306 2017

Nicasio Angulo v. Securitas Security Services USA, Inc.

11 OCAHO 1259 2015

Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b

TOPICAL INDEX

04/30/2024

<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	2014
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	2014

RETALIATION

Generally

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO	668	1994
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO	934	1997
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	2007
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	2008
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	2004
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	2001
<i>Jimmy Jack Jackai v. Dallas County Data Services</i>	3	OCAHO	569	1993
<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO	595	1994
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO	837	1996
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO	674	1994
	4	OCAHO	663	1994
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO	661	1994

TOPICAL INDEX

04/30/2024

<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO 1130	2009
<i>Robert Y. Chu v. Fujitsu Network Transmission System, Inc.</i>	5	OCAHO 778	1995
<i>United States v. Great Earth Companies, Inc.</i>	9	OCAHO 1070	2001

RETALIATION

Jurisdiction

<i>Benjamin A. K. Yohan v. Central State Hospital</i>	4	OCAHO 593	1994
<i>Brenda Bent v. Brotman Medical Center Pulse Health Services</i>	5	OCAHO 764	1995
<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO 722	1995
	4	OCAHO 691	1994
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO 1074	2001
<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	7	OCAHO 947	1997
	7	OCAHO 947	1997
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO 1353	2020
	14	OCAHO 1353a	2020
<i>Jose Danilo Cruz v. Able Service Contractors, Inc.</i>	6	OCAHO 837	1996

TOPICAL INDEX

04/30/2024

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 626	1994
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO 675	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO 786	1995
<i>United States v. Zabala Vineyards</i>	6	OCAHO 844	1996
	6	OCAHO 844	1996

RETALIATION

Legitimate, Nondiscriminatory Reason for Employment Decision

<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO 1354	2020
--	----	------------	------

Legitimate, Non-Retaliatory Reason

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
---	----	-------------	------

Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity

TOPICAL INDEX

04/30/2024

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	2017
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	2014
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

RETALIATION

Opposition Activity

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
---	----	-------	-------	------

Pretext May Be Shown by Proof That An Employer's Explanation is Unworthy of Credence

<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

Prima Facie Case

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO	1337	2019
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	2007
<i>Doris Rainwater v. Doctor's Hospice of Georgia, Inc.</i>	12	OCAHO	1300	2017
<i>Frederick John Harris v. State of Hawaii, Department of Education</i>	6	OCAHO	922	1997
<i>Gurpreet Sodhi v. Maricopa County Special Health Care District</i>	9	OCAHO	1124	2007
<i>Jorge Mario Ipina v. Michigan Jobs Commission</i>	8	OCAHO	1036	1999
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO	1354	2020
<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	2009
<i>R.O. v. Crossmark, Inc.</i>	11	OCAHO	1236	2014
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Shirley Fuimoto, Hawaii Government Employees Association</i>	7	OCAHO	937	1997
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

RETALIATION

Prima Facie Case May Be Established by Direct or Circumstantial Evidence

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Protected Activity

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Aurelio Galindo v. Smithfield Foods & Yuma County 14 OCAHO 1369 2020

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape 10 OCAHO 1187 2013

Jose Pablo Martinez v. Superior Linen 10 OCAHO 1180 2013

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023

RETALIATION

Protected Activity Includes Opposition Activity

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
---	----	-------	-------	------

Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO	1337	2019
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353	2020
	14	OCAHO	1353a	2020
<i>Linda Chellouf v. Inter American University of Puerto Rico</i>	12	OCAHO	1269	2016
<i>Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee</i>	10	OCAHO	1212	2014

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. GIG Partners, Inc. 14 OCAHO 1363c 2021

RETALIATION

Retaliation Claim Under 8 U.S.C. Section 1324b(a)(5)

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Retaliation May Consist of Actions Not Directly Related to an Individual's Employment

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 2013

Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals

Manikandan Sivasankar v. Strategic Staffing Solutions 14 OCAHO 1354 2020

TOPICAL INDEX

04/30/2024

R.O. v. Crossmark, Inc.

11 OCAHO 1236 2014

RETALIATION

To Qualify as Protected Activity, Conduct Must Implicate Some Right Secured Under Section 1324b

Armando Huberth Crespo v. FAMSA, Inc.

13 OCAHO 1337 2019

Aurelio Galindo v. Smithfield Foods & Yuma County

14 OCAHO 1369 2020

Jayaben Patel v. USCIS Boston

14 OCAHO 1353a 2020

Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.

11 OCAHO 1261 2015

Linda Chellouf v. Inter American University of Puerto Rico

12 OCAHO 1269 2016

Nicasio Angulo v. Securitas Security Services USA, Inc.

11 OCAHO 1259 2015

Terri Ann Jablonski v. Kelly Legal Services, et al.

12 OCAHO 1282 2016

Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.

11 OCAHO 1260 2015

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

To Rebut Prima Facie Case, Employer Must State Non-Discriminatory Reason for Employment Decision

TOPICAL INDEX

04/30/2024

Linda Chellouf v. Inter American University of Puerto Rico

12 OCAHO 1269 2016

RETALIATION

To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action

R.O. v. Crossmark, Inc.

11 OCAHO 1236 2014

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP

13 OCAHO 1332j 2021

REVERIFICATION

Employer's Duty

United States v. 4431, Inc. t/a Candlelight Inn

4 OCAHO 611 1994

United States v. China Wok Restaurant, Inc., a Nebraska Corporation

4 OCAHO 608 1994

Generally

Zelleka Getahun v. DuPont Merck Pharmaceutical Company

8 OCAHO 1029 1999

TOPICAL INDEX

04/30/2024

REVIEW

Availability of Administrative Review in Cases Arising Under Section 1324b

<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO 1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO 1393a	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO 1371a	2022

Generally

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 829	1995
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993
<i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i>	3	OCAHO 554	1993
	3	OCAHO 554	1993
<i>United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner</i>	4	OCAHO 696	1994
<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO 772	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Kaday Musu Thoronka</i>	5	OCAHO 772	1995
<i>United States v. Landscapes By Susanna</i>	3	OCAHO 556	1993
	3	OCAHO 556	1993
<i>United States v. Oscar Eduardo Villatoro-Guzman</i>	4	OCAHO 652	1994
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 559	1993
	3	OCAHO 559	1993

REVIEW

Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO 1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO 1271	2019
	12	OCAHO 1271	2016
	12	OCAHO 1271	2016
	12	OCAHO 1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO 1271	2016
<i>United States v. M & D Masonry</i>	10	OCAHO 1215	2014

TOPICAL INDEX

04/30/2024

REVIEW

Review Limited to Issues Contained in the Request for Review

United States v. M & D Masonry 10 OCAHO 1215 2014

SANCTIONS

Abandonment

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 1994

Admission(s)

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

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

TOPICAL INDEX

04/30/2024

SANCTIONS

Admonishment of a Party for Ex Parte Communication

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438e 2023

Admonishment of a Party for Misconduct

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

ALJ Declined to Dismiss Complaint as Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

ALJ May Exclude Parties From Proceedings for Unethical Conduct or Use of Dilatory Tactics

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022

SANCTIONS

ALJ May Impose Sanctions For Failure to Comply With a Discovery Order

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388f	2022
<i>Maria E. Contreras v. Cavco Industries, Inc., d/b/a Fleetwood Homes</i>	16	OCAHO	1440	2022
<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>United States v. Technical Marine Maintenance and Gulf Coast Workforce</i>	13	OCAHO	1312a	2018
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	2018
<i>United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	2018
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438a	2022
<i>Zaji Obatala Zajradhara v. GIG Partners</i>	14	OCAHO	1363	2020

TOPICAL INDEX

04/30/2024

SANCTIONS

ALJ May Sanction Party Who Makes Prohibited Ex Parte Communication

<i>Robert Paul Heath v. Ameritech Global</i>	16	OCAHO	1435	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426c	2023

Attorney Fees

<i>Daniel Ojeda-Ojeda v. Booth Farms, L.P.</i>	9	OCAHO	1121	2006
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	2003
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO	926	1997
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO	600	1994
<i>Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP</i>	13	OCAHO	1332c	2020

Attorney Fees Not Permitted as Sanction for Frivolous Filing

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP 13 OCAHO 1332c 2020

SANCTIONS

Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 2014

Bad Faith Required for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Circuit Court Factors for Determining Whether to Dismiss Case As a Discovery Sanction

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

TOPICAL INDEX

04/30/2024

SANCTIONS

Civil Money Penalty

<i>United States v. New China Buffet Restaurant</i>	10	OCAHO 1133	2010
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995

Denial of Request for Sanctions

<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO 1400b	2022
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462d	2024
<i>Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP</i>	13	OCAHO 1332d	2020
<i>Zaji Obatala Zajradhara v. CL Corporation</i>	16	OCAHO 1429	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438a	2022
	16	OCAHO 1438b	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO 1363a	2020

TOPICAL INDEX

04/30/2024

Discovery

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

SANCTIONS

Discovery Sanction of Assuming Discovery Responses Would Be Adverse to Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Discovery Sanctions May Include Adverse Inferences or Rulings Against the Non-Complying Party

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Mike De Leon v. Longoria Farms/Martin Longoria 13 OCAHO 1320a 2019

Mike De Leon, et al. v. Longoria Farms, et al. 13 OCAHO 1320 2019

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

United States v. Technical Marine Maintenance and Gulf Coast Workforce 13 OCAHO 1312a 2018

United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC 13 OCAHO 1312 2018

TOPICAL INDEX

04/30/2024

United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC 13 OCAHO 1312 2018

SANCTIONS

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

R.O. v. Crossmark, Inc. 11 OCAHO 1236 2014

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

Discovery Sanctions Usually Imposed Only After Order Compelling Discovery is Issued

Zaji Obatala Zajradhara v. CL Corporation 16 OCAHO 1429 2022

Discovery Violation(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 1997

TOPICAL INDEX

04/30/2024

<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1091	2003
<i>Jose Proto Alcaraz v. General Motors Corporation</i>	7	OCAHO	962	1997
<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459c	2023
<i>United States v. MSNF Foods LLC d/b/a Domino's Pizza</i>	17	OCAHO	1459b	2023
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO	636	1994
<i>United States v. Technical Marine Maintenance and Gulf Coast Workforce</i>	13	OCAHO	1312a	2018
<i>United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	2018
<i>United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC</i>	13	OCAHO	1312	2018
<i>United States v. Westin Galleria & Westin Oaks Hotel</i>	4	OCAHO	701	1994

SANCTIONS

Dismissal of Claims as a Discovery Sanction

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO	1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO	1320	2019

Dismissal of Complaint Is Extreme Discovery Sanction

TOPICAL INDEX

04/30/2024

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381f 2021

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

SANCTIONS

Entry of Default Not Among Permissible Discovery Sanctions in 28 C.F.R. Section 68.23(c)

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459c 2023

Ex Parte Communication(s)

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388 2021

Chand Wije v. Barton Springs/Edwards Aquifer C.D. 4 OCAHO 645 1994

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. Li Yong Hong Corporation 17 OCAHO 1472a 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426c 2023

TOPICAL INDEX

04/30/2024

Exclusion of Representative

<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO 1131	2009
<i>Lee v. AT&T</i>	7	OCAHO 924	1997

SANCTIONS

Finding of Abandonment Not Among Permissible Discovery Sanctions in 28 C.F.R. Section 68.23(c)

<i>United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza</i>	17	OCAHO 1459c	2023
---	----	-------------	------

Generally

<i>Aranka M. Palancz v. Cedars Medical Center</i>	3	OCAHO 443	1992
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 341	1991
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1091	2003
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 493	1993
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO 442	1992
<i>Sopjie Ackermann v. Mindlance, Inc.</i>	17	OCAHO 1462d	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 811	1995
	5	OCAHO 798	1995
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 699	1994
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO 151	1990
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 553	1993
<i>United States v. Diamond Construction, Inc.</i>	3	OCAHO 451	1992
<i>United States v. Ebrahim Banafsheha</i>	3	OCAHO 525	1993
	3	OCAHO 525	1993
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO 360	1991
<i>United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors</i>	1	OCAHO 119	1989
<i>United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant</i>	3	OCAHO 479	1992
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO 268	1990
<i>United States v. McDonnell Douglas Corporation</i>	2	OCAHO 351	1991
<i>United States v. Mushtaq Ahmed Chaudhry</i>	4	OCAHO 666	1994
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990
	2	OCAHO 303	1991
	1	OCAHO 274	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 202	1990
	2	OCAHO 303	1991
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	3	OCAHO 560	1993
<i>United States v. Roberto C. Davila</i>	6	OCAHO 895	1996
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO 290	1991
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 409	1992
	2	OCAHO 390	1991
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO 483	1993
<i>United States v. YES Industries d/b/a Soft Touch Carwash</i>	1	OCAHO 35	1988

SANCTIONS

Monetary Sanction Not Permitted for Failure to Comply With Discovery Order

<i>Mike De Leon v. Longoria Farms/Martin Longoria</i>	13	OCAHO 1320a	2019
<i>Mike De Leon, et al. v. Longoria Farms, et al.</i>	13	OCAHO 1320	2019

Monetary Sanctions Not Among Available Sanctions for Failure to Comply With Discovery Orders

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363 2020

14 OCAHO 1363a 2020

SANCTIONS

Motion for Sanctions

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

OCAHO ALJs May Not Impose Monetary Sanctions Like Those in the Federal Rules of Civil Procedure

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP

13 OCAHO 1332c 2020

OCAHO Rules Provide for Sanctions In a Number of Specific Circumstances

Temitope Ogunrinu v. Law Resources & Arnold and Porter Kaye Scholer LLP

13 OCAHO 1332c 2020

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

16 OCAHO 1438b 2022

SANCTIONS

Order Denying Motion for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400b 2022

Party Misconduct May Warrant Adverse Credibility Finding

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Party Seeking Standards of Conduct Sanctions Must Specifically Identify Alleged Misconduct

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

TOPICAL INDEX

04/30/2024

SANCTIONS

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

Permissible Sanctions for Standards of Conduct Violations

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Pro Se

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388f 2022

Sopjie Ackermann v. Mindlance, Inc. 17 OCAHO 1462d 2024

TOPICAL INDEX

04/30/2024

Requests for Admission Deemed Admitted

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462e 2024

SANCTIONS

Sanction of Liability Appropriate For Bad Faith Refusal to Comply With Discovery Obligations

United States v. Technical Marine Maintenance and Gulf Coast Workforce 13 OCAHO 1312a 2018

United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC 13 OCAHO 1312 2018

United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC 13 OCAHO 1312 2018

Sanctions Are Not Available Based on Conduct That Occurred During Mediation

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Sanctions for Loss of Electronically Stored Information That Should Have Been Preserved

TOPICAL INDEX

04/30/2024

Porfirio Sperandio v. United Parcel Service, Inc.

15 OCAHO 1400b 2022

SANCTIONS

Sanctions for Violating Standards of Conduct Reserved for Particularly Egregious Misconduct

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Standards of Conduct

R.S. v. Lattice Semiconductor

14 OCAHO 1362g 2024

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Zaji Obatala Zajradhara v. HDH Co., Ltd.

16 OCAHO 1417c 2022

Standards of Conduct Sanctions Appropriate Only When Strong Evidence Supports the Allegations

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438b 2022

SEARCH AND SEIZURE

Affirmative Defense(s)

United States v. David Jenkins

5 OCAHO 743 1995

4 OCAHO 649 1994

United States v. Israel Velasquez-Tabir

6 OCAHO 872 1996

United States v. Julio Carpio-Lingan

6 OCAHO 871 1996

Consent

United States v. David Jenkins

5 OCAHO 743 1995

Generally

United States v. Charo's Corporation d/b/a Charo's Restaurant

3 OCAHO 467 1992

TOPICAL INDEX

04/30/2024

<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO 872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO 871	1996
<i>United States v. Kuo Liu</i>	1	OCAHO 235	1990

SELECTIVE PROSECUTION

Enforcement Priorities Are Within DHS Discretion Unless Prosecution is Based on Improper Grounds

<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO 1338	2020
--	----	------------	------

Generally

<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
---	---	-----------	------

Party Must Make Prima Facie Showing Before It Is Entitled to a Hearing on Selective Prosecution

<i>United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill</i>	13	OCAHO 1338	2020
--	----	------------	------

TOPICAL INDEX

04/30/2024

SELECTIVE PROSECUTION

Selective Prosecution/Enforcement Under 8 U.S.C. Section 1324a

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill 13 OCAHO 1338 2020

SERVICE OF PROCESS

Abandonment

United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc. 4 OCAHO 656 1994

ALJ Granted Motion to Correct Record to Reflect Accurate Date of Personal Service

United States v. Commander Produce, LLC 16 OCAHO 1428b 2022

ALJ Has Authority to Seek Assistance in Perfecting Service of Complaint

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

SERVICE OF PROCESS

ALJ Has Authority to Seek Party Assistance in Perfecting Service of Complaint

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

SERVICE OF PROCESS

ALJ May Dismiss Complaint Without Prejudice When Service of Complaint Cannot Be Effectuated

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473 2023

17 OCAHO 1473a 2023

Leonarda Ramirez v. Sam's Club 18 OCAHO 1525 2024

Robert Heath v. Vbeyond Corporation and an Anonymous Employer 14 OCAHO 1368a 2020

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418 2022

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Emiliano Rios-Villatoro 14 OCAHO 1364 2020

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

All Documents Filed Must Be Accompanied By a Certificate of Service

TOPICAL INDEX

04/30/2024

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388	2021
	15	OCAHO	1388a	2021
<i>In re Investigation of Georgia Institute of Technology</i>	15	OCAHO	1399	2021
<i>Porfirio Sperandio v. United Parcel Service, Inc.</i>	15	OCAHO	1400a	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>United States v. Quickstuff, LLC, Its Member Maria Castillo, and A&C Staffing, LLC</i>	11	OCAHO	1265	2015
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>Y.Y. v. Zuora</i>	15	OCAHO	1402b	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

SERVICE OF PROCESS

Answer Deadline Calculated From Date Respondent or Respondent's Representative Receives Complaint

<i>United States v. Brulotte Farms, Inc.</i>	19	OCAHO	1527	2024
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023

TOPICAL INDEX

04/30/2024

SERVICE OF PROCESS

Certificate of Service

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
<i>United States v. MRD Landscaping & Maintenance, Corp.</i>	15	OCAHO	1407b	2022
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO	1506a	2024
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Silverado Stages, Inc.</i>	10	OCAHO	1185	2013
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Y.Y. v. Zuora</i>	15	OCAHO	1402b	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021

Certificate of Service Must Indicate Manner and Date of Service

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416g	2023
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

Certificate of Service Required for E-Filed Documents

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416g 2023

SERVICE OF PROCESS

Certificate of Service Required for Joint Motions

United States v. Koy Chinese & Sushi Restaurant 16 OCAHO 1416g 2023

Complainant Perfected Personal Service of Complaint Upon Respondent

United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse 17 OCAHO 1477 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

Complaint

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

TOPICAL INDEX

04/30/2024

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

SERVICE OF PROCESS

Court May Dismiss Complaint Sua Sponte Should Service Not Be Accomplished

United States v. DJ's Transport 18 OCAHO 1488 2023

DHS Directed to Execute Service of Process

United States v. Oil Patch Petroleum, Inc. 18 OCAHO 1508 2023

United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks 16 OCAHO 1444 2022

Dismissal

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473a 2023

United States v. Mayfly Fashion, Inc. 6 OCAHO 894 1996

TOPICAL INDEX

04/30/2024

SERVICE OF PROCESS

Electronic Filing

Sophie Ackermann v. Mindlance, Inc, 17 OCAHO 1462c 2023

Ex Parte Communication(s)

Chand Wije v. Barton Springs/Edwards Aquifer C.D. 4 OCAHO 645 1994

Sophie Ackermann v. Mindlance, Inc, 17 OCAHO 1462c 2023

United States v. Hyatt Regency Lake Tahoe 6 OCAHO 854 1996

United States v. MRD Landscaping & Maintenance, Corp. 15 OCAHO 1407b 2022

United States v. Red Lobster 4 OCAHO 631 1994

Generally

Esther Din Brooks v. Watts Window World 3 OCAHO 570 1993

TOPICAL INDEX

04/30/2024

<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 469	1992
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 136	1990
	1	OCAHO 214	1990
<i>Martin A. Holguin v. Dona Ana Fashions</i>	4	OCAHO 605	1994
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO 721	1994
<i>Sellaro v. Elektra Records</i>	3	OCAHO 461	1992
<i>Stephen A. Lewis v. Ogden Services</i>	2	OCAHO 384	1991
<i>United States v. Ambrocio Morales-Guzman</i>	5	OCAHO 776	1995
<i>United States v. Big Bear Market</i>	1	OCAHO 48	1989
<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 514	1993
<i>United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café</i>	2	OCAHO 388	1991
<i>United States v. Elena Finishing, Inc.</i>	1	OCAHO 132	1990
<i>United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company</i>	3	OCAHO 446	1992
<i>United States v. Flat Knitting Mills Company, Inc.</i>	2	OCAHO 317	1991
<i>United States v. Gus and Candy Kirk d/b/a Kirk Enterprises</i>	1	OCAHO 72	1989
<i>United States v. Honorio Carmona-Anica</i>	5	OCAHO 770	1995
<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 63	1989

TOPICAL INDEX

04/30/2024

<i>United States v. Koamerican Trading Corporation</i>	1	OCAHO 63	1989
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO 379	1991
<i>United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant</i>	1	OCAHO 45	1989
<i>United States v. Marcos Iniguez-Casillas</i>	6	OCAHO 870	1996
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO 279	1990
<i>United States v. Nicolas Tinoco-Medina</i>	5	OCAHO 806	1995
<i>United States v. Prime Landscape Management, Inc.</i>	1	OCAHO 204	1990
<i>United States v. Sea Dart Trading Corporation</i>	2	OCAHO 336	1991
<i>United States v. Victor Hugo Baches-Corado</i>	3	OCAHO 571	1993

SERVICE OF PROCESS

If OCAHO Encounters Difficulty Serving the Complaint, ALJ May Direct Party to Execute Service

<i>United States v. Commander Produce, LLC</i>	16	OCAHO 1428	2022
<i>United States v. DJ's Transport</i>	18	OCAHO 1488	2023
<i>United States v. Emiliano Rios-Villatoro</i>	14	OCAHO 1364	2020
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO 1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO 1444	2022

TOPICAL INDEX

04/30/2024

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

SERVICE OF PROCESS

Manner of Service

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388a 2021

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Pasquel Hermanos, Inc. 18 OCAHO 1506a 2024

United States v. Silverado Stages, Inc. 10 OCAHO 1185 2013

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

16 OCAHO 1431 2022

Y.Y. v. Zuora, Inc. 15 OCAHO 1402 2021

Manner of Service Not Reasonably Calculated to Advise Respondent of Matter Pending Against It

Walied Shater v. Shell Oil Company 18 OCAHO 1504 2023

TOPICAL INDEX

04/30/2024

Methods Through Which OCAHO Will Serve the Complaint

United States v. DJ's Transport 18 OCAHO 1488 2023

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

SERVICE OF PROCESS

Neither ALJ Nor Complainant May Waive Service of the Complaint

United States v. DJ's Transport 18 OCAHO 1488 2023

Neither ALJ Nor Complaining May Waive Service of the Complaint

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431 2022

Order Directing Complainant to Execute Service of Process

United States v. Commander Produce, LLC 16 OCAHO 1428 2022

TOPICAL INDEX

04/30/2024

<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

SERVICE OF PROCESS

Order Directing Complainant to File Proof of Service of the Complaint on the Respondent

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431	2022

Order Regarding Service of Process

<i>United States v. Red Apple Enterprise, Inc. d/b/a Kobe Steakhouse</i>	17	OCAHO	1477	2023
--	----	-------	------	------

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

SERVICE OF PROCESS

Party Assistance in Perfecting Service

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO 1473	2023
<i>United States v. DJ's Transport</i>	18	OCAHO 1488	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO 1431	2022

Personal Service of Complaint

<i>United States v. DJ's Transport</i>	18	OCAHO 1488	2023
--	----	------------	------

Pleadings

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 645	1994
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO 1418b	2022
<i>Sanford J. Strauss v. Rite Aid Corporation</i>	4	OCAHO 721	1994

TOPICAL INDEX

04/30/2024

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC

16 OCAHO 1431a 2022

16 OCAHO 1431 2022

SERVICE OF PROCESS

Pro Se

Martin A. Holguin v. Dona Ana Fashions

4 OCAHO 605 1994

Record Corrected to Reflect Accurate Date of Personal Service

United States v. Commander Produce, LLC

16 OCAHO 1428b 2022

Regulations

United States v. Chilitto Pikin LLC

18 OCAHO 1486 2023

TOPICAL INDEX

04/30/2024

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

SERVICE OF PROCESS

Requesting 1324b Complainant's Assistance With Service When Respondent Address Not Functional

Zaji Obatala Zajradhara v. Blossom Corporation 18 OCAHO 1523 2024

Respondent's Refusal to Sign Certificate of Personal Service Does Not Alleviate Responsibility to File Answer

United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC 16 OCAHO 1431a 2022

16 OCAHO 1431a 2022

Service of Complaint

TOPICAL INDEX

04/30/2024

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473	2023
	17	OCAHO	1473a	2023
<i>Leonarda Ramirez v. Sam's Club</i>	18	OCAHO	1525	2024
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418	2022
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428	2022
<i>United States v. Oil Patch Petroleum, Inc.</i>	18	OCAHO	1508	2023
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444	2022
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
	16	OCAHO	1431	2022
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504	2023
<i>Zaji Obatala Zajradhara v. Blossom Corporation</i>	18	OCAHO	1523	2024

SERVICE OF PROCESS

Service of Complaint Complete Upon Receipt by Addressee

<i>United States v. DJ's Transport</i>	18	OCAHO	1488	2023
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. TX Pollo Feliz LLC</i>	18	OCAHO	1503	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
	16	OCAHO	1431	2022
<i>US Tech Workers et al. v. W.W. Grainger, Inc.</i>	19	OCAHO	1540	2024

SERVICE OF PROCESS

Service of Pleadings Other Than Complaints is Effective at the Time of Mailing

<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362g	2024
--------------------------------------	----	-------	-------	------

Withdrawal

<i>United States v. Esther Flores-Martinez</i>	4	OCAHO	647	1994
<i>United States v. Nancy Mubarki</i>	5	OCAHO	816	1995

TOPICAL INDEX

04/30/2024

SETTLEMENT AGREEMENTS

A Settlement Agreement Is A Contract and Is Generally Evaluated Under Relevant State Contract Law

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO 1292	2016
<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO 1323	2020
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO 1421b	2023

ALJ Declined to Require Filing of Settlement Agreement

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO 1493b	2024
<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO 1458	2022
<i>Jack Graham v. Ameriflight</i>	18	OCAHO 1482	2023
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO 1401	2021
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO 1484b	2024
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO 1502	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022

SETTLEMENT AGREEMENTS

ALJ Found That Settlement Agreement Had Extinguished Complainant's Claims

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

SETTLEMENT AGREEMENTS

ALJ Has Discretion to Review Settlement Agreements Entered Into by OCAHO Litigants

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1509	2023
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023

ALJ Held Status Conference to Clarify Settlement Term

<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
---	----	-------	-------	------

ALJ May Require Parties to File Copy of Settlement Agreement

TOPICAL INDEX

04/30/2024

<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. La Parisienne Bakery, LLC</i>	15	OCAHO	1390	2021
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022

SETTLEMENT AGREEMENTS

ALJ Required Supplemental Filing on Dismissal With or Without Prejudice

<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023
---	----	-------	------	------

An Accrued Cause of Action Under 8 U.S.C. Section 1324b May Be Waived as Part of a Settlement Agreement

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	2016
<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO	1323	2020

Authority and Jurisdiction to Review

<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO	1127	2008
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>United States v. Coastal Transportation, Inc.</i>	1	OCAHO	26	1988
	1	OCAHO	27	1988
<i>United States v. La Luna Azul</i>	1	OCAHO	14	1988
<i>United States v. Marcos Iniguez-Casillas</i>	8	OCAHO	1001	1998
<i>United States v. Old Town Mexican Café</i>	1	OCAHO	15	1988
<i>United States v. Rainbow Steel Company</i>	1	OCAHO	17	1988
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023
<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO	596	1994

SETTLEMENT AGREEMENTS

Civil Money Penalty

<i>United States v. Pancho's Mexican Buffet, Inc.</i>	4	OCAHO	632	1994
<i>United States v. Red Lobster</i>	4	OCAHO	631	1994

Collateral Estoppel and Res Judicata Not Applicable to Settlement Agreements

TOPICAL INDEX

04/30/2024

United States v. Split Rail Fence Company, Inc.

11 OCAHO 1216 2015

11 OCAHO 1216 2014

SETTLEMENT AGREEMENTS

Defense(s)

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company

8 OCAHO 1011 1998

Dismissal

A.S. v. Discover Financial Services, LLC

12 OCAHO 1292 2016

A.S. v. Neiman Marcus Group

13 OCAHO 1323 2020

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1509 2023

Azia Aityahia v. Sabena Airline Training Center, Inc.

9 OCAHO 1122 2006

Christanya Symplice v. New York Health and Hospitals Corporation

18 OCAHO 1493b 2024

Daniela Violante v. The Giant Food Company

17 OCAHO 1458 2022

TOPICAL INDEX

04/30/2024

<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO	1482	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024
<i>LeEdwards v. Kumagai International USA Corporation</i>	4	OCAHO	609	1994
<i>Rider F. Garcia v. Can-Am Electric, LLC</i>	15	OCAHO	1401	2021
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. California Mantel, Inc.</i>	10	OCAHO	1168	2013
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. Chinese Back Rub d/b/a Chinese Massage</i>	17	OCAHO	1452	2022
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. Eduardo Sotelo a/k/a Eduardo Sotelo-Montes</i>	6	OCAHO	921	1997
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022
<i>United States v. Facebook, Inc.</i>	14	OCAHO	1386f	2021
<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. IBP, Inc.</i>	5	OCAHO	766	1995
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. Redi-Cut Foods, Inc.</i>	4	OCAHO	659	1994
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Sahara Wireless International, Inc.</i>	11	OCAHO	1262	2015
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Torres Mexican Food, Inc.</i>	4	OCAHO 596	1994
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO 1425b	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO 1494a	2023

SETTLEMENT AGREEMENTS

Dismissal Pursuant to Notice of Settlement is Subject to Approval of the ALJ

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO 1421b	2023
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO 1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO 1479d	2023
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO 1498	2023

Dismissal With Prejudice

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
<i>Jack Graham v. Ameriflight</i>	18	OCAHO 1482	2023
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO 1511a	2024

TOPICAL INDEX

04/30/2024

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. Grove Hotel, LLC</i>	18	OCAHO	1497a	2023
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. JR Contractors, Inc.</i>	16	OCAHO	1442	2022
<i>United States v. Paragon Restoration Corporation</i>	17	OCAHO	1476	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492a	2023
	18	OCAHO	1492	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023

SETTLEMENT AGREEMENTS

Dismissal Without Prejudice

<i>Daniela Violante v. The Giant Food Company</i>	17	OCAHO	1458	2022
<i>Isabel Maria Parra Guerrero v. HireMadSkills, Inc., d/b/a Instant Teams</i>	16	OCAHO	1481a	2023
<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. El Vajio, LLC</i>	17	OCAHO	1466	2022

TOPICAL INDEX

04/30/2024

<i>United States v. G. George's Restaurant, Inc., d/b/a G. George's</i>	17	OCAHO	1455	2022
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. La Charca, LLC</i>	17	OCAHO	1467	2022
<i>United States v. Michael's Asian Kitchen, Inc. d/b/a Red Rice Bowl</i>	18	OCAHO	1478	2023
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. Panos XV Foods, Inc., d/b/a Red Olive XV d/b/a Red Olive Restaurant</i>	16	OCAHO	1441	2022
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023
<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461a	2022
<i>United States v. Ruiz Brothers, LLC, d/b/a El Agave</i>	17	OCAHO	1468	2022
<i>United States v. Satguru Enterprises, Inc.</i>	16	OCAHO	1430a	2023
<i>United States v. Tuesday Line, Inc. d/b/a Captain Jack's</i>	16	OCAHO	1425b	2022

SETTLEMENT AGREEMENTS

Effect on Withdrawal

TOPICAL INDEX

04/30/2024

United States v. American Airlines

8 OCAHO 1044 2000

SETTLEMENT AGREEMENTS

Enforcement

A.S. v. Discover Financial Services, LLC

12 OCAHO 1292 2016

A.S. v. Neiman Marcus Group

13 OCAHO 1323 2020

Azia Aityahia v. Sabena Airline Training Center, Inc.

9 OCAHO 1122 2006

Olimpia Tovar v. United States Postal Service

4 OCAHO 650 1994

United States v. California Mantel, Inc.

10 OCAHO 1168 2013

United States v. IBP, Inc.

5 OCAHO 766 1995

United States v. Westin Galleria & Westin Oaks Hotel

4 OCAHO 701 1994

Ex Parte Communication(s)

United States v. Red Lobster

4 OCAHO 631 1994

TOPICAL INDEX

04/30/2024

Factors to Consider When Determining Whether to Grant Dismissal With or Without Prejudice

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant 18 OCAHO 1492 2023

SETTLEMENT AGREEMENTS

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

A.S. v. Discover Financial Services, LLC 12 OCAHO 1292 2016

Christnie Delarese Stubbs v. Desoto Hilton, Maryland Hospitality, Inc. 8 OCAHO 1025 1999

Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis 2 OCAHO 363 1991

Salvador Chavarin-Lopez v. Nichols Farms 2 OCAHO 371 1991

TOPICAL INDEX

04/30/2024

<i>United States v. A & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO 244	1990
<i>United States v. ABC Roofing & Waterproofing, Inc.</i>	2	OCAHO 391	1991
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO 92	1989
<i>United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company</i>	8	OCAHO 1011	1998
<i>United States v. Commander Construction, Inc. t/a Commander Construction Company</i>	1	OCAHO 32	1988
<i>United States v. Francisco's Restaurant, Inc.</i>	1	OCAHO 206	1990
<i>United States v. Galilee Fashions, Inc.</i>	4	OCAHO 697	1994
<i>United States v. James L. Baber and Jeff Baber d/b/a Baber Brothers Farm</i>	2	OCAHO 350	1991
<i>United States v. Jupiter Crab Company Restaurant</i>	1	OCAHO 6	1988
<i>United States v. La Fiesta, Inc. d/b/a Las Margaritas</i>	1	OCAHO 28	1988
	1	OCAHO 28	1988
<i>United States v. Lectro Tek Services, Inc.</i>	1	OCAHO 172	1990
<i>United States v. Manca Imports, Inc.</i>	2	OCAHO 347	1991
<i>United States v. Old Town Mexican Café</i>	1	OCAHO 10	1988
<i>United States v. Prestige Landscapes</i>	1	OCAHO 11	1988
<i>United States v. Sizzler Restaurants International, Inc.</i>	1	OCAHO 263	1990
<i>United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership</i>	2	OCAHO 349	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Stephen and Christine Sealy</i>	2	OCAHO 362	1991
<i>United States v. TKJ, Inc. d/b/a Snelling Personnel Services, a Florida Corporation</i>	3	OCAHO 413	1992
<i>United States v. Turner's Japanese Auto Repair</i>	8	OCAHO 1009	1998

SETTLEMENT AGREEMENTS

Joint Stipulation of Dismissal With Prejudice

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1509	2023
---	----	------------	------

Jurisdiction

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Olimpia Tovar v. United States Postal Service</i>	4	OCAHO 650	1994

Jurisdiction and Authority to Review

<i>United States v. California Mantel, Inc.</i>	10	OCAHO 1168	2013
---	----	------------	------

TOPICAL INDEX

04/30/2024

SETTLEMENT AGREEMENTS

Motion to Dismiss Based on Settlement Was Not a Joint Motion

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438g 2023

OCAHO Policy Favoring Settlement of Civil Cases Over Litigation

United States v. Ron's Temporary Help Services

18 OCAHO 1496 2023

OCAHO's Rules Do Not Strictly Prescribe How Parties Provide Notice of Settlement

Robert Paul Heath v. Springshine Consulting and Anonymous Employer

16 OCAHO 1421b 2023

Office of Special Counsel/Immigrant and Employee Rights Section

United States v. Facebook, Inc.

14 OCAHO 1386f 2021

TOPICAL INDEX

04/30/2024

United States v. New Mexico State Fair

6 OCAHO 898 1996

SETTLEMENT AGREEMENTS

Order Denying Motion to Dismiss Based on Settlement

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438g 2023

Order Requiring Filing of Settlement Agreement When One Party Was Pro Se

Jose Ramon Toro v. Bioreference Laboratories

18 OCAHO 1511 2023

Order Requiring Parties to File Copy of Settlement Agreement

United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant

18 OCAHO 1492 2023

Parties Must Notify ALJ of Settlement and Show That All Parties Agree to Dismissal

TOPICAL INDEX

04/30/2024

<i>United States v. Chagrin Valley Paving, Inc.</i>	18	OCAHO	1502	2023
<i>United States v. El Camino, LLC</i>	18	OCAHO	1479d	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494a	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023

SETTLEMENT AGREEMENTS

Parties Orally Provided Notice of Settlement at Prehearing Conference

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022

Parties That Enter Into Settlement Agreement Shall Follow 28 C.F.R. Section 68.14 to Seek Dismissal

<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471d	2023
<i>Christanya Symplice v. New York Health and Hospitals Corporation</i>	18	OCAHO	1493b	2024
<i>Jose Toro v. Bioreference Laboratories</i>	18	OCAHO	1511a	2024

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484b	2024
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456	2022
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514a	2024
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485c	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416h	2024
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501b	2024
<i>United States v. Red Apple Enterprise, Inc.</i>	17	OCAHO	1477a	2023
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438g	2023

SETTLEMENT AGREEMENTS

Parties That Enter Settlement Agreement Shall Follow 28 C.F.R. Section 68.14 To Seek Dismissal

<i>United States v. Chilitto Pikin, LLC</i>	18	OCAHO	1486b	2024
<i>United States v. Dilligas Corp., d/b/a US Got People</i>	19	OCAHO	1526	2024

TOPICAL INDEX

04/30/2024

<i>United States v. DNT Construction, Inc.</i>	19	OCAHO	1529	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530a	2024
<i>United States v. Harikrishna Corporation d/b/a Park Inn by Radisson</i>	18	OCAHO	1498	2023
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	19	OCAHO	1535	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1521	2024

SETTLEMENT AGREEMENTS

Party/Parties

<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	1996
---	---	-------	-----	------

Power of Administrative Law Judge

<i>A.S. v. Discover Financial Services, LLC</i>	12	OCAHO	1292	2016
<i>Azia Aityahia v. Sabena Airline Training Center, Inc.</i>	9	OCAHO	1122	2006
<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	3	OCAHO	432	1992

TOPICAL INDEX

04/30/2024

<i>Jose Ramon Toro v. Bioreference Laboratories</i>	18	OCAHO	1511	2023
<i>United States v. Casa Orozco, Inc.</i>	1	OCAHO	92	1989
<i>United States v. Enrique Silva d/b/a J.B.'s Night Club</i>	8	OCAHO	1014	1998
<i>United States v. Pardo's Fried Chicken Inc., d/b/a Church's Chicken</i>	16	OCAHO	1445a	2022
<i>United States v. Ramiro Sanchez-Ochoa</i>	16	OCAHO	1439a	2022
<i>United States v. RGV Best Burger, Inc. d/b/a Johnny Rockets Restaurant</i>	18	OCAHO	1492	2023
<i>United States v. Sizzler Restaurants International, Inc.</i>	2	OCAHO	325	1991

SETTLEMENT AGREEMENTS

Public Policy Favors the Enforceability of Settlement Agreements

<i>A.S. v. Neiman Marcus Group</i>	13	OCAHO	1323	2020
<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023

Requirements for Notice of Settlement

<i>Robert Paul Heath v. Springshine Consulting and Anonymous Employer</i>	16	OCAHO	1421b	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

SETTLEMENT AGREEMENTS

Settlement Agreement Should Contain All Terms Contemplated by the Parties

<i>United States v. Alice Hotel Group LLC</i>	18	OCAHO	1484a	2023
<i>United States v. Eco Brite Linens, LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485b	2023
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416f	2023

Settlement Agreement With Consent Findings

<i>United States v. Alicia M. Vasquez d/b/a Alicia's Restaurant</i>	15	OCAHO	1403	2021
<i>United States v. Capital Fireproof Door</i>	14	OCAHO	1372a	2022

Sovereign

<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	1996
---	---	-------	-----	------

TOPICAL INDEX

04/30/2024

SETTLEMENT AGREEMENTS

Stay of Proceedings

<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO 1421c	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO 1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO 1536	2024

Valid Settlement Agreement Must Have Consideration

<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO 1416f	2023
--	----	-------------	------

SETTLEMENT OFFICER PROGRAM

ALJ Declined to Enter Scheduling Order When Settlement Officer Program Referral Was Pending

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO 1491	2023
---	----	------------	------

TOPICAL INDEX

04/30/2024

ALJ Found Case Was Appropriate for Referral to Settlement Officer Program

United States v. Chilitto Pikin, LLC

18 OCAHO 1486b 2024

United States v. Fresco Produce, Inc.

19 OCAHO 1530a 2024

SETTLEMENT OFFICER PROGRAM

ALJ Found Extension of Settlement Officer Program Referral Period Appropriate

Efrain Inocencio Vega v. BFS Asset Holding LLC

19 OCAHO 1534 2024

ALJ Found Pro Se Party Fully Informed About Program Via Prehearing Conference and Order

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471d 2023

ALJ Issued Stay of Discovery When Settlement Officer Program Referral Was Pending

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1491 2023

TOPICAL INDEX

04/30/2024

SETTLEMENT OFFICER PROGRAM

ALJ May Make Referral to Settlement Officer Program Upon Written Consent of Both Parties

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1491	2023
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471d	2023
<i>United States v. Chilitto Pikin, LLC</i>	18	OCAHO	1486b	2024
<i>United States v. DNT Construction, Inc.</i>	19	OCAHO	1529	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530a	2024
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024

ALJ May Stay Procedural Deadlines During Settlement Officer Program Referral Period

<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530b	2024
--	----	-------	-------	------

ALJ May Use Discretion for Referral If Pro Se Party Is Fully Informed About Procedure & Consents

TOPICAL INDEX

04/30/2024

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471d 2023

SETTLEMENT OFFICER PROGRAM

Confidentiality

Sopjie Ackermann v. Mindlance, Inc.

17 OCAHO 1462d 2024

Consent of Both Parties Necessary for Referral to Settlement Officer Program

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1491 2023

Andrew Ewoma Ehere v. Hawaii Federal Credit Union

17 OCAHO 1471b 2023

United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen

18 OCAHO 1485 2023

Explanation of OCAHO's Settlement Officer Program

Andrew Ewoma Ehere v. Hawaii Federal Credit Union

17 OCAHO 1471b 2023

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471d 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Chilitto Pikin, LLC</i>	18	OCAHO	1486b	2024
<i>United States v. DNT Construction, Inc.</i>	19	OCAHO	1529	2024
<i>United States v. Eco Brite Linens LLC d/b/a Ecobrite Linen</i>	18	OCAHO	1485	2023
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530a	2024
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024
<i>United States v. MRD Landscaping & Maintenance</i>	15	OCAHO	1407d	2023
<i>United States v. PJ's of Texas</i>	18	OCAHO	1524	2024
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Zarco Hotels Incorporated</i>	18	OCAHO	1518a	2024
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426	2022

SETTLEMENT OFFICER PROGRAM

Extension of Settlement Officer Program Referral Period

<i>Efrain Inocencio Vega v. BFS Asset Holding LLC</i>	19	OCAHO	1534	2024
---	----	-------	------	------

Extension of Settlement Officer Program Referral Upon Request by Settlement Officer

TOPICAL INDEX

04/30/2024

Efrain Inocencio Vega v. BFS Asset Holding LLC 19 OCAHO 1534 2024

SETTLEMENT OFFICER PROGRAM

Motion for Referral to Settlement Officer Program

Andrew Ewoma Ehere v. Hawaii Federal Credit Union 17 OCAHO 1471b 2023

United States v. Chilitto Pikin, LLC 18 OCAHO 1486b 2024

United States v. DNT Construction, Inc. 19 OCAHO 1529 2024

United States v. Fresco Produce, Inc. 19 OCAHO 1530a 2024

United States v. Leyendecker Construction, Inc. 19 OCAHO 1528 2024

Order Denying Request for Referral to Settlement Officer Program

Andrew Ewoma Ehere v. Hawaii Federal Credit Union 17 OCAHO 1471b 2023

Order for Clarification of Interest in Referral to Settlement Officer Program

TOPICAL INDEX

04/30/2024

Andrew Ewoma Ehere v. Hawaii Federal Credit Union

17 OCAHO 1471b 2023

SETTLEMENT OFFICER PROGRAM

Order Granting Extension of Settlement Officer Program Referral Period

Efrain Inocencio Vega v. BFS Asset Holding LLC

19 OCAHO 1534 2024

Order Issuing Stay of Motion Response Deadline During Settlement Officer Program Referral

United States v. Fresco Produce, Inc.

19 OCAHO 1530b 2024

Order Referring Case to Settlement Officer Program

Alexander Burke v. Alarm.com, Inc.

18 OCAHO 1491 2023

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471d 2023

United States v. Chilitto Pikin, LLC

18 OCAHO 1486b 2024

TOPICAL INDEX

04/30/2024

<i>United States v. DNT Construction, Inc.</i>	19	OCAHO	1529	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530a	2024
<i>United States v. Leyendecker Construction, Inc.</i>	19	OCAHO	1528	2024

SETTLEMENT OFFICER PROGRAM

Order Resetting Settlement Officer Program Referral Period

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
--	----	-------	-------	------

Party Representation Must Be Clear Before Referral to Settlement Officer Program

<i>United States v. Black Belt Security & Investigation, LLC</i>	17	OCAHO	1456d	2024
--	----	-------	-------	------

Proceedings Stayed During Settlement Officer Program Referral

<i>Alexander Burke v. Alarm.com, Inc.</i>	18	OCAHO	1491	2023
<i>Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union</i>	17	OCAHO	1471d	2023

TOPICAL INDEX

04/30/2024

United States v. Fresco Produce, Inc.

19 OCAHO 1530b 2024

SETTLEMENT OFFICER PROGRAM

Settlement Officer May Request Extension of Referral Period With Consent of Parties

Efrain Inocencio Vega v. BFS Asset Holding LLC

19 OCAHO 1534 2024

SHOW CAUSE

Tareq Ziad Fourad Zakarneh v. Intel Corporation

16 OCAHO 1414b 2022

Amended Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423a 2022

Amicus Curiae Ordered to Show Cause Why Leave of ALJ Was Not Requested Before Filing Brief

TOPICAL INDEX

04/30/2024

Tareq Ziad Fouad Zakarneh v. Intel Corporation

16 OCAHO 1414a 2022

SHOW CAUSE

Complaint Deemed Abandoned After Failure to Respond to Order to Show Cause

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

Discharge of an Order to Show Cause

Porfirio Sperandio

15 OCAHO 1400 2021

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410a 2022

Syed Faizzan Saghir v. Service Experts

16 OCAHO 1422 2022

United States v. Arctic Air Conditioning & Heating, Inc., Cesar Rodriguez and Rosa Rodriguez

13 OCAHO 1341 2020

United States v. Brian de Jesus Corrales-Hernandez

17 OCAHO 1454 2022

United States v. Chilitto Pikin LLC

18 OCAHO 1486a 2024

United States v. Ferrantino Fuel Corp.

13 OCAHO 1335 2020

TOPICAL INDEX

04/30/2024

<i>United States v. Jesus Jose Torres</i>	13	OCAHO	1347	2020
<i>United States v. Pita Pit Bakery, LLC</i>	13	OCAHO	1339	2020
<i>United States v. Popo's Bar and Restaurant</i>	15	OCAHO	1398	2021
<i>United States v. R&V Steel Erectors Systems, Inc.</i>	18	OCAHO	1501	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394c	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>Y.Y. v. Zuora, Inc.</i>	15	OCAHO	1402	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432f	2023
	16	OCAHO	1432a	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024

SHOW CAUSE

Discharge of An Order to Show Cause on Jurisdiction

<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423	2022
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396a	2022

TOPICAL INDEX

04/30/2024

Failure to Address Concerns In Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385c 2021

SHOW CAUSE

Failure To Respond to an Order May Be Deemed an Abandonment of a Party's Request for a Hearing

United States v. Chilitto Pikin LLC

18 OCAHO 1486 2023

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460a 2022

United States v. Upright Installation Services, Corp.

18 OCAHO 1494 2023

Failure to Respond to An Order to Show Cause May Result in Dismissal of the Complaint

Zaji Obatala Zajrahara v. Li Yong Hong Corporation

17 OCAHO 1472 2023

Failure to Respond to Order for Prehearing Statements

TOPICAL INDEX

04/30/2024

<i>United States v. AMA Repiping, LLC</i>	15	OCAHO	1391	2021
<i>United States v. Ferrantino Fuel Corp.</i>	13	OCAHO	1335	2020
<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432	2022

SHOW CAUSE

Failure to Respond to Order to Show Cause May Result in Dismissal of the Complaint

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432b	2022
---	----	-------	-------	------

Failure to Respond to Order to Show Cause Regarding Jurisdiction

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432c	2023
---	----	-------	-------	------

Failure to Timely File Answer

TOPICAL INDEX

04/30/2024

<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465	2022
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416	2022
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457a	2022
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

SHOW CAUSE

Generally

TOPICAL INDEX

04/30/2024

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	2019
<i>United States v. Carlos Antonio Aquino</i>	5	OCAHO	818	1995
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	1997

SHOW CAUSE

Good Cause for Discharge of an Order to Show Cause

<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522a	2024
--	----	-------	-------	------

Good Cause for Extension of Time to File Response to Order to Show Cause When Respondent Recently Retained Counsel

<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520a	2024
--	----	-------	-------	------

Jurisdiction

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418b	2022
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432c	2023

TOPICAL INDEX

04/30/2024

SHOW CAUSE

Liability Based on the Admissions in Respondents' Pleadings

Temitope Ogunrinu v. Law Resources and Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332d 2020

Motion for Order to Show Cause

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union 17 OCAHO 1471c 2023

OCAHO Precedent Supports Issuing An Order to Show Cause Before Entering Default

United States v. ALCO Construction, Inc. 18 OCAHO 1517 2024

United States v. Chilitto Pikin LLC 18 OCAHO 1486 2023

United States v. Dubose Drilling, Inc. 18 OCAHO 1487 2023

United States v. Glen Echo Pharmacy, Inc. 18 OCAHO 1520 2024

United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales 18 OCAHO 1515 2024

TOPICAL INDEX

04/30/2024

<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

SHOW CAUSE

Opportunity to Respond to a Motion to Dismiss All Claims

<i>Benjamin Stephen Mackinnon v. The Financial Times</i>	13	OCAHO	1316	2019
--	----	-------	------	------

Opportunity to Respond to ALJ's Potential sua sponte Dismissal

<i>A.S. v. Amazon WebServices, Inc.</i>	14	OCAHO	1381a	2021
<i>Jayaben Patel v. USCIS Boston</i>	14	OCAHO	1353	2020

TOPICAL INDEX

04/30/2024

Order Denying Motion for Order to Show Case As Moot

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471 2023

SHOW CAUSE

Order Denying Motion for Order to Show Cause

Andrew Ewoma Ehere v. HawaiiUSA Federal Credit Union

17 OCAHO 1471c 2023

Order Discharging Order to Show Cause for Status Report

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418c 2022

Robert Paul Heath v. Tringapps, Inc.

15 OCAHO 1410d 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Order Granting Extension of Time to Respond to Order to Show Cause

TOPICAL INDEX

04/30/2024

<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520a	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423b	2022

SHOW CAUSE

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428b	2022
--	----	-------	-------	------

Order to Show Cause for Failure to File a Prehearing Statement

<i>United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath</i>	17	OCAHO	1460	2022
	17	OCAHO	1460a	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457b	2022
<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432	2022

Order to Show Cause For Failure to File Answer

TOPICAL INDEX

04/30/2024

<i>Faustin Gneze Zohouidy v. The Georgia Department of Labor</i>	18	OCAHO	1480	2023
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410	2022
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462a	2023
<i>United States v. ALCO Construction, Inc.</i>	18	OCAHO	1517	2024
<i>United States v. Cabello Recovery and Auction Services, Inc.</i>	18	OCAHO	1514	2024
<i>United States v. Chilitto Pikin LLC</i>	18	OCAHO	1486	2023
<i>United States v. Commander Produce, LLC</i>	16	OCAHO	1428a	2022
<i>United States v. DJ's Transport</i>	18	OCAHO	1488a	2024
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
	18	OCAHO	1487	2023
<i>United States v. Glen Echo Pharmacy, Inc.</i>	18	OCAHO	1520	2024
<i>United States v. JLG Business Ventures, Inc. d/b/a Recio Auto Sales</i>	18	OCAHO	1515	2024
<i>United States v. Koy Chinese & Sushi Restaurant</i>	16	OCAHO	1416	2022
<i>United States v. Mendoza Maintenance Group, Inc.</i>	18	OCAHO	1516	2024
<i>United States v. Patch Sub LLC, d/b/a Subway #12490</i>	18	OCAHO	1512	2023
<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448	2022

TOPICAL INDEX

04/30/2024

<i>United States v. Royal Oak Brewing, Co.</i>	17	OCAHO	1461	2022
<i>United States v. Sai Enterprise Limited, d/b/a Crazy Deals</i>	18	OCAHO	1489	2023
<i>United States v. Sal's Lounge</i>	15	OCAHO	1394b	2022
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022
	17	OCAHO	1457a	2022
<i>United States v. Triple Crown Restaurant Group LLC d/b/a Osetra Seafood and Steaks</i>	16	OCAHO	1444a	2022
<i>United States v. Upright Installation Services, Corp.</i>	18	OCAHO	1494	2023
<i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i>	16	OCAHO	1431a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Obatala Zajradhara v. Guam Advance Enterprises, Inc.</i>	18	OCAHO	1522	2024
<i>Zaji Obatala Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507	2023

SHOW CAUSE

Order to Show Cause for Failure to Respond to Order

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473a	2023
<i>United States v. Dubose Drilling, Inc.</i>	18	OCAHO	1487a	2023
<i>United States v. Steidle Lawn & Landscape, LLC</i>	17	OCAHO	1457	2022

TOPICAL INDEX

04/30/2024

SHOW CAUSE

Order to Show Cause for Failure to Respond to Order of Inquiry

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473a 2023

Order to Show Cause for Status Report

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435a 2022

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Order to Show Cause for Untimely Answer

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

United States v. ABCO Solar, Inc. 17 OCAHO 1465 2022

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath 17 OCAHO 1460b 2023

United States v. MSNF Foods 4 LLC d/b/a Domino's Pizza 17 OCAHO 1459 2022

TOPICAL INDEX

04/30/2024

Zaji Zajradhara v. Mariana Pharmacy

18 OCAHO 1507a 2023

SHOW CAUSE

Order to Show Cause for Untimely Filing Prehearing Statement

United States v. JS Design and Build, LLC d/b/a Spectra Kitchen and Bath

17 OCAHO 1460b 2023

17 OCAHO 1460a 2022

United States v. Steidle Lawn & Landscape, LLC

17 OCAHO 1457b 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432 2022

Order to Show Cause on Jurisdiction

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418b 2022

Order to Show Cause Regarding Answer and Prehearing Statements

United States v. Sal's Lounge

15 OCAHO 1394b 2022

TOPICAL INDEX

04/30/2024

SHOW CAUSE

Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Order to Show Cause to Amicus Curiae for Failure to Seek Leave of ALJ to File Brief

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414a 2022

Order to Show Cause to Complainant Regarding Amended Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc. 16 OCAHO 1423a 2022

Order to Show Cause Why Complaint Should Not Be Dismissed

TOPICAL INDEX

04/30/2024

A.S. v. Amazon WebServices, Inc.

14 OCAHO 1381a 2021

SHOW CAUSE

Order to Show Cause Why Request for Hearing Should Not Be Dismissed

United States v. Commander Produce, LLC

16 OCAHO 1428a 2022

United States v. Dubose Drilling, Inc.

18 OCAHO 1487a 2023

United States v. Koy Chinese & Sushi Restaurant

16 OCAHO 1416 2022

United States v. Sal's Lounge

15 OCAHO 1394b 2022

Persons Protected

Benjamin Stephen Mackinnon v. The Financial Times

13 OCAHO 1316 2019

Response to Order to Show Cause Is Not A de facto Amendment to Complaint

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396a 2022

SHOW CAUSE

Status Report

Robert Paul Heath v. Ameritech Global

16 OCAHO 1435a 2022

Subject Matter Jurisdiction

Artit Wangperawong v. Meta Platforms, Inc.

18 OCAHO 1510b 2024

Robert Heath v. F18 Consulting and an Anonymous Employer

14 OCAHO 1365 2020

Robert Heath v. VBeyond Corporation and an Anonymous Employer

14 OCAHO 1368 2020

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432c 2023

16 OCAHO 1432b 2022

Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.

16 OCAHO 1423 2022

16 OCAHO 1423a 2022

Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.

15 OCAHO 1396a 2022

TOPICAL INDEX

04/30/2024

SHOW CAUSE

Subpoena Request

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

Timeliness

A.S. v. Amazon WebServices, Inc. 14 OCAHO 1381a 2021

Robert Paul Heath v. Euclid Innovations 16 OCAHO 1418b 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410 2022

Sophie Ackermann v. Mindlance, Inc. 17 OCAHO 1462a 2023

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454 2022

United States v. DJ's Transport 18 OCAHO 1488a 2024

United States v. Jabil Circuit, Inc. 10 OCAHO 1146 2012

United States v. MRD Landscaping & Maintenance Corp. 15 OCAHO 1407c 2022

United States v. Patch Sub LLC, d/b/a Subway #12490 18 OCAHO 1512 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Patmo Concrete LLC</i>	17	OCAHO	1448a	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432	2022
	16	OCAHO	1432a	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438	2022
<i>Zaji Zajradhara v. Mariana Pharmacy</i>	18	OCAHO	1507a	2023

SIXTH AMENDMENT

Generally

<i>United States v. Cristina Galeas</i>	5	OCAHO	790	1995
<i>United States v. Israel Velasquez-Tabir</i>	6	OCAHO	872	1996
<i>United States v. Julio Carpio-Lingan</i>	6	OCAHO	871	1996

SIZE OF BUSINESS

ALJ Can Consider Public Policy of Leniency to Small Entities

<i>United States v. 3679 Commerce Place, Inc.</i>	12	OCAHO	1296	2017
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016

TOPICAL INDEX

04/30/2024

<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016

SIZE OF BUSINESS

Business Size Is Determined Based on Size At Time of ALJ Adjudication and Penalty Assessment

<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Niche, Inc.</i>	11	OCAHO	1250	2015

Business Size Not Based on Former Period in Business' History

TOPICAL INDEX

04/30/2024

United States v. Niche, Inc.

11 OCAHO 1250 2015

SIZE OF BUSINESS

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles

12 OCAHO 1281 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)

11 OCAHO 1258 2015

United States v. Integrity Concrete, Inc. and American Concrete, Inc.

13 OCAHO 1307 2017

United States v. Kodiak Oilfield Services, LLC

16 OCAHO 1436b 2023

United States v. Muniz Concrete & Contracting, Inc.

12 OCAHO 1278 2016

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 2016

Small Size of Business Only Considered as a Statutory Factor, Not as a Non-Statutory Factor

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

SOVEREIGN IMMUNITY

TOPICAL INDEX

04/30/2024

A State Does Not Waive Sovereign Immunity in All Cases When It Accepts Federal Funds

MD Shakhawat Hossain v. Job Service North Dakota 14 OCAHO 1352 2020

SOVEREIGN IMMUNITY

Abandonment

Ping Ruan v. United States Navy 8 OCAHO 1046 2000

Attorney Fees

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

United States v. Zabala Vineyards 6 OCAHO 844 1996

6 OCAHO 844 1996

Component of U.S. Department of Defense is Immune From Suit Before OCAHO

TOPICAL INDEX

04/30/2024

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	2016

SOVEREIGN IMMUNITY

Congress Did Not Abrogate State Sovereign Immunity When It Enacted Section 1324b

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	2017
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020
<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	2015

Eleventh Amendment

<i>Chiaha Ugochi v. North Dakota Department of Human Services</i>	12	OCAHO	1304	2017
<i>D'Amico v. Erie Community College</i>	7	OCAHO	948	1997
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al</i>	9	OCAHO	1074	2001

TOPICAL INDEX

04/30/2024

<i>Howard Eugene McNier v. San Francisco State University College of Business</i>	8	OCAHO	1030	1999
<i>Jamal Y. Elhaj-Cehade v. University of Texas Southwestern Medical School</i>	8	OCAHO	1022	1999
<i>Massala Prince Reffell v. Prairie View A&M University</i>	9	OCAHO	1057	2000
<i>McNier v. San Francisco State University College of Business</i>	7	OCAHO	998	1998
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO	925	1997
	7	OCAHO	925	1997
<i>Paul C. Iwuchukwu v. City of Grand Prairie</i>	6	OCAHO	869	1996
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	2008
<i>United States v. New Mexico State Fair</i>	6	OCAHO	898	1996
<i>Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al</i>	8	OCAHO	1042	2000

SOVEREIGN IMMUNITY

Exceptions to State Sovereign Immunity Under the Eleventh Amendment

<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

Federal Government Agencies Are Not Amenable to Suit Under 8 U.S.C. Section 1324b

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	2016

SOVEREIGN IMMUNITY

Federal Sovereign Immunity is Generally Presumed Until Established Otherwise

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
---	----	-------	------	------

Generally

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO	840	1996
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO	1126	2008
<i>Robert Anthony Chung v. Federal Bureau of Prisons, FCI Greenville</i>	6	OCAHO	881	1996
<i>Tyrone Robinson v. New York State Family Court</i>	5	OCAHO	814	1995
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016

TOPICAL INDEX

04/30/2024

Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center 12 OCAHO 1279 2016

SOVEREIGN IMMUNITY

Injunctive Relief

McNier v. San Francisco State University College of Business 7 OCAHO 998 1998

OCAHO Generally Considers a Business With Fewer Than 100 Employees to be a Small Business

In re Investigation of Miccosukee Resort 9 OCAHO 1114 2004

Yaming Shen v. Defense Language Institute 9 OCAHO 1117 2005

Party Seeking Immunity From Suit Has Burden of Establishing that Eleventh Amendment Applies

Chiaha Ugochi v. North Dakota Department of Human Services 12 OCAHO 1304 2017

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473b 2024

MD Shakhawat Hossain v. Job Service North Dakota 14 OCAHO 1352 2020

TOPICAL INDEX

04/30/2024

SOVEREIGN IMMUNITY

Respondent Seeking Immunity Under the Eleventh Amendment Must Prove That It Is a State Entity

<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>MD Shakhawat Hossain v. Job Service North Dakota</i>	14	OCAHO	1352	2020

Section 1324b Does Not Contain an Express Waiver of Sovereign Immunity

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016

State Agency May Waive Affirmative Defense of Sovereign Immunity by Failing to Timely Assert It

<i>Victor Guerrero v. California Department of Corrections and Rehabilitation</i>	11	OCAHO	1264	2015
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

SOVEREIGN IMMUNITY

State Must Timely Object to the Forum or Be Deemed to Have Waived Its Objection

Victor Guerrero v. California Department of Corrections and Rehabilitation 11 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

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Him Yeung v. Washington State Department of Licensing 17 OCAHO 1473b 2024

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

TOPICAL INDEX

04/30/2024

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	2016

SOVEREIGN IMMUNITY

Suit Against Government Official Acting in Official Capacity Is Covered By Sovereign Immunity

<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
---	----	-------	------	------

The Defense of Sovereign Immunity May Be Raised At Any Point in the Proceeding

<i>Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office</i>	12	OCAHO	1284	2016
<i>Him Yeung v. Washington State Department of Licensing</i>	17	OCAHO	1473b	2024
<i>Washington Younggil Kim Jung Windsor</i>	12	OCAHO	1294	2016
<i>Washington Younggil Kim v. Randall T. Getz, Sergeant, Flushing Recruiting Center</i>	12	OCAHO	1279	2016

The U.S. Postal Service Is Immune From Suits Under 8 U.S.C. Section 1324b

TOPICAL INDEX

04/30/2024

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

SOVEREIGN IMMUNITY

Waiver

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

McNier v. San Francisco State University College of Business 7 OCAHO 998 1998

SPOILIATION

Bad Faith Required for Sanctions for Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

Definition

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

TOPICAL INDEX

04/30/2024

No Finding of Spoliation of Evidence

Porfirio Sperandio v. United Parcel Service, Inc. 15 OCAHO 1400b 2022

STANDING

Alien(s)

Elizabeth S. Mengarpuan v. Asbury Methodist Village 4 OCAHO 612 1994

Esther Din Brooks v. KNK Textile 3 OCAHO 545 1993

Nripendra S. Dhillon v. Regents of the University of California 3 OCAHO 497 1993

United States v. Hyatt Regency Lake Tahoe 6 OCAHO 861 1996

United States v. Mesa Airlines 1 OCAHO 74 1989

1 OCAHO 74 1989

Generally

Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center 3 OCAHO 515 1993

Boris Gerardo Salazar-Castro v. Cincinnati Public Schools 3 OCAHO 406 1992

TOPICAL INDEX

04/30/2024

<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 545	1993
<i>Haddon Speakman v. The Rehabilitation Hospital of South Texas</i>	3	OCAHO 469	1992
<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO 537	1993
<i>Patricia Eunice Parkin-Forrest v. Veterans Administration Hospital</i>	3	OCAHO 516	1993
<i>United States v. Auburn University</i>	3	OCAHO 564	1993
<i>United States v. Guardsmark</i>	3	OCAHO 572	1993
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO 302	1991
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO 711	1994
<i>Yadira Azucena Ocampo Soto v. Top Industrial, Inc.</i>	7	OCAHO 999	1998

STANDING

Intending Citizen

<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia</i>	1	OCAHO 203	1990
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 545	1993
<i>Ironsi C. Ndusorouwa v. Prepared Foods, Inc.</i>	1	OCAHO 192	1990
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989

TOPICAL INDEX

04/30/2024

<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	2	OCAHO 400	1989

STANDING

Office of Special Counsel/Immigrant and Employee Rights Section

<i>Jaycee George v. Bridgeport Jai-Alai, Inc.</i>	3	OCAHO 537	1993
<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989

Permanent Resident

<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>Miguel A. Gallegos v. Magna-View, Inc.</i>	4	OCAHO 619	1994

Persons Protected

TOPICAL INDEX

04/30/2024

Olatunji Moshood Fakunmoju v. Claims Administration Corporation 4 OCAHO 624 1994

STANDING

Puerto Rican

United States v. Marcel Watch Corporation 1 OCAHO 143 1990

U.S. Citizen

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 638 1994

Waiver

Akintunde Omoyosi v. Lebanon Correctional Institution 9 OCAHO 1119 2005

Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 2005

STARE DECISIS

TOPICAL INDEX

04/30/2024

Generally

United States v. Citizen's Utilities Company, Inc., Telephone Division 1 OCAHO 109 1989

STATISTICAL PROOF OF DISCRIMINATION

Discriminatory Intent May Be Inferred From Statistical Evidence

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

Gross Statistical Disparity May Be Prima Facie Proof of Pattern or Practice of Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

May Be Rebutted By Showing That Resolving a Flaw in Statistics Eliminates Disparity

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

TOPICAL INDEX

04/30/2024

Statistical Disparities Over Two or Three Standard Deviations May Indicate Discrimination

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

STATISTICAL PROOF OF DISCRIMINATION

Statistics May Show Employer's Justification Is Pretextual

United States v. Life Generations Healthcare, LLC d/b/a Generations Healthcare 11 OCAHO 1227 2014

STATUTE

Access To and Release Of IER Records Governed by FOIA and the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Attorney Fees

Chand Wije v. Barton Springs/Edwards Aquifer C.D. 5 OCAHO 785 1995

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 2006

TOPICAL INDEX

04/30/2024

United States v. Auburn University 4 OCAHO 646 1994

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

STATUTE

Back Pay

United States v. Redi-Cut Foods, Inc. 4 OCAHO 659 1994

Civil Money Penalty

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

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

TOPICAL INDEX

04/30/2024

STATUTE

Complaint

Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering 4 OCAHO 648 1994

Damages Under 8 U.S.C. Section 1324b(g)(2)(B)

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Defense(s)

United States v. Armando Alvarez-Suarez 4 OCAHO 655 1994

Deportation

TOPICAL INDEX

04/30/2024

United States v. Oscar Eduardo Villatoro-Guzman 4 OCAHO 652 1994

STATUTE

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

Freedom of Information Act (FOIA)

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Generally

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 156 1990

TOPICAL INDEX

04/30/2024

<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>United States v. Monica Zapata-Cosio</i>	5	OCAHO 822	1995
<i>United States v. Performance Printing Corporation</i>	5	OCAHO 779	1995
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995

STATUTE

Hearing(s)

<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 623	1994
---	---	-----------	------

Hire/Hiring

<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 661	1994
---	---	-----------	------

Jurisdiction

TOPICAL INDEX

04/30/2024

<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO 722	1995
<i>Elizabeth S. Mengarpuan v. Asbury Methodist Village</i>	4	OCAHO 612	1994
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO 716	1994
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO 648	1994
<i>Marcos Valencio v. VASP Brazilian Airlines</i>	5	OCAHO 740	1995
<i>Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company</i>	4	OCAHO 675	1994
<i>Martin Flores v. Logan Foods Company</i>	6	OCAHO 874	1995
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Shensheng Zhao v. Sacot, Inc. and/or Grand CMS Company, Ltd.</i>	6	OCAHO 850	1996
<i>United States v. Monfort, Inc.</i>	4	OCAHO 597	1994
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1438f	2023

STATUTE

Legislative History

<i>United States v. Guardsmark</i>	3	OCAHO 572	1993
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994

TOPICAL INDEX

04/30/2024

STATUTE

Naturalization

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Non-Selection Claim Under 8 U.S.C. Section 1324b(a)(1)

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

OCAHO Cannot Compel Compliance with FOIA or the Privacy Act

Tareq Ziad Fouad Zakarneh v. Intel Corporation 16 OCAHO 1414d 2022

Overlap

TOPICAL INDEX

04/30/2024

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO 174	1990
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990

STATUTE

Overlap with Title VII

<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO 1190	2013
---	----	------------	------

Party/Parties

<i>United States v. Auburn University</i>	4	OCAHO 646	1994
---	---	-----------	------

Privacy Act

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414d	2022
---	----	-------------	------

TOPICAL INDEX

04/30/2024

STATUTE

Protected Individual

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Recruitment Violation

Unauthorized

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

5 OCAHO 760 1995

Retaliation

Chand Wije v. Barton Springs/Edwards Aquifer 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

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432f 2023

TOPICAL INDEX

04/30/2024

STATUTE

Retaliation Claim Under 8 U.S.C. Section 1324b(a)(5)

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426d 2023

Review of Final Orders

Florinda Kattan v. Union League Club of Chicago 4 OCAHO 599 1994

Single-Filing Rule

Linda S. Walker v. United Airlines, Inc. 4 OCAHO 686 1994

Statistics May Show Employer's Justification Is Pretextual

Unauthorized

TOPICAL INDEX

04/30/2024

<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO 1147	2012
	10	OCAHO 1147	2012

STATUTE

Statute of Limitations

<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 755	1995

Statutory Interpretation

<i>Joan A. Lardy v. United Airlines, Inc.</i>	4	OCAHO 595	1994
<i>Kasathsko v. Internal Revenue Service</i>	6	OCAHO 840	1996
<i>Nripendra S. Dhillon v. Regents of the University of California</i>	3	OCAHO 497	1993
<i>Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos</i>	10	OCAHO 1126	2008
<i>Richard Becker v. Ademco Corporation d/b/a Alarm Device Manufacturing Corporation</i>	1	OCAHO 107	1989
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO 1115	2005

TOPICAL INDEX

04/30/2024

<i>United States v. Mesa Airlines</i>	1	OCAHO 74	1989
	1	OCAHO 74	1989
<i>United States v. Robison Fruit Ranch, Inc.</i>	4	OCAHO 594	1994

STATUTE

Substantial Compliance

<i>United States v. Northern Michigan Fruit Company</i>	4	OCAHO 667	1994
---	---	-----------	------

Timeframe to File Private Right of Action Under 8 U.S.C. Section 1324b

<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO 1414e	2022
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STATUTE OF LIMITATIONS

5/10 Year Rule

<i>Alan Rusk v. Northrop Corporation and Department of Defense</i>	4	OCAHO 607	1994
<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	6	OCAHO 891	1996

TOPICAL INDEX

04/30/2024

<i>Leonid Naginsky v. Department of Defense and EG&G Dynatrend</i>	5	OCAHO 726	1995
	4	OCAHO 710	1994
<i>Wartan Bozoghlanian v. Lockheed-Advanced Development Corporation</i>	4	OCAHO 711	1994

STATUTE OF LIMITATIONS

Accrual Date of a Paperwork Violation Depends on the Specific Violation

<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO 1357	2020
<i>United States v. Visiontron Corp.</i>	13	OCAHO 1348	2020

Charge

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO 1370	2020
<i>Daniel D. Tiplea v. Reynolds Electrical & Engineering Company, Inc.</i>	3	OCAHO 548	1993
<i>Glauco Luiz Ortolano v. Wordperfect Company</i>	4	OCAHO 716	1994
<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 386	1991
<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009

TOPICAL INDEX

04/30/2024

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO	1128	2009
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO	1107	2004
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO	809	1995
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO	466	1992
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO	633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO	882	1996
<i>United States v. Auburn University</i>	4	OCAHO	617	1994
	4	OCAHO	602	1994
<i>United States v. Frank's Meat Company, a Sole Proprietorship</i>	3	OCAHO	513	1993
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO	695	1994
	4	OCAHO	653	1994

STATUTE OF LIMITATIONS

Complaint is Timely If Filed Within Five Years of the Date a Violation First Accrues

<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	2014
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

TOPICAL INDEX

04/30/2024

STATUTE OF LIMITATIONS

Complaint Under 8 U.S.C. 1324a Is Timely If Filed Within Five Years of Date Violation First Accrues

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

Each Discrete Retaliatory Action Starts a New Clock For Filing a Charge With IER

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Employer Sanctions Cases

United States v. Curran Engineering Company, Inc. 7 OCAHO 975 1997

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

TOPICAL INDEX

04/30/2024

Employment Decision Made and Communicated When Aggrieved Party Received Unequivocal Notice

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

STATUTE OF LIMITATIONS

Employment Decision Made When Aggrieved Party Knew or Should Have Known Adverse Decision Made

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Equitable Estoppel

Roman Udala v. New York State Department of Education

4 OCAHO 633 1994

Equitable Tolling

Bienvenido Antonio Thompson v. Prestige Towing Services

13 OCAHO 1309 2018

Ephrain Manuel Berlanga v. Butterball Company

4 OCAHO 669 1994

TOPICAL INDEX

04/30/2024

<i>Galdino Casillas Garcia v. McCarron Electric Company</i>	5	OCAHO 747	1995
<i>Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority</i>	13	OCAHO 1306a	2018
	13	OCAHO 1306	2017
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Jose N. Hernandez v. City of Santa Ana</i>	4	OCAHO 674	1994
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>M.S. v. Dave S.B. Hoon - John Wayne Cancer Institute</i>	12	OCAHO 1305a	2018
	12	OCAHO 1305b	2018
	12	OCAHO 1305	2017
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i>	13	OCAHO 1308	2018
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504b	2024

STATUTE OF LIMITATIONS

TOPICAL INDEX

04/30/2024

Failure to Prepare or Present Forms I-9 Is A Continuing Violation

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

STATUTE OF LIMITATIONS

Failure to Prepare or Present Violations Continue Until Corrected or Until Retention Period Ends

United States v. R2M2 Rebar & Stressing, Inc.

14 OCAHO 1357 2020

Failure to Timely Prepare Form I-9 Violation Accrues Once Deadline for I-9 Completion Elapses

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 2016

United States v. Visiontron Corp.

13 OCAHO 1348 2020

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

TOPICAL INDEX

04/30/2024

STATUTE OF LIMITATIONS

For Knowing Hire Violation, Limitations Period Begins to Run on Date That Employee is Terminated

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 2014

General Statute of Limitations

United States v. Roberto C. Davila 7 OCAHO 936 1997

7 OCAHO 936 1997

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

Generally

Jose R. Lima v. New York City Department of Education 10 OCAHO 1128 2009

10 OCAHO 1128 2009

United States v. Charo's Corporation d/b/a Charo's Restaurant 3 OCAHO 467 1992

TOPICAL INDEX

04/30/2024

<i>United States v. Felipe De Leon-Valenzuela</i>	8	OCAHO 1004	1998
<i>United States v. Roberto C. Davila</i>	7	OCAHO 936	1997
	7	OCAHO 936	1997

STATUTE OF LIMITATIONS

Last Possible Accrual Date for Knowing Hire Violations is Date That Employee is Terminated

<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO 1237	2014
---	----	------------	------

Letter of Determination

<i>Jose R. Lima v. New York City Department of Education</i>	10	OCAHO 1128	2009
	10	OCAHO 1128	2009
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO 1188	2013
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO 900	1996
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996

TOPICAL INDEX

04/30/2024

United States v. Workrite Uniform Company, Inc. 5 OCAHO 755 1995

STATUTE OF LIMITATIONS

Memorandum of Understanding (MOU)

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370 2020

Jack N. Toussaint v. Tekwood Data Processing Consulting 6 OCAHO 892 1996

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

United States v. Auburn University 4 OCAHO 617 1994

Paperwork Requirement(s)/Violation(s)

United States v. Naim Ojeil & Samoeil Ishk 7 OCAHO 984 1998

Paperwork Violations for Failure to Timely Prepare a Form I-9 Cannot Be Cured

United States v. St. Croix Personnel Services, Inc. 12 OCAHO 1289 2016

TOPICAL INDEX

04/30/2024

United States v. Visiontron Corp.

13 OCAHO 1348 2020

STATUTE OF LIMITATIONS

Rejection Letter Was Unequivocal Notice of Adverse Decision

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Statute of Limitations Is Not A Jurisdictional Bar to Consideration of a Section 1324b Claim

Habukuk Ndzerre v. Washington Metropolitan Area Transit Authority

13 OCAHO 1306a 2018

13 OCAHO 1306 2017

Substantive Paperwork Violation Continues Until Cured or Employer's Duty to Retain I-9 Expires

United States v. Leed Construction, Megan Burkholder

11 OCAHO 1237 2014

TOPICAL INDEX

04/30/2024

Untimely Charge

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO	1504b	2024

STAY OF ENFORCEMENT OF AGENCY ORDER

ALJ Considers Four Well-Established Factors in Evaluating Request for Stay of Agency's Own Order

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016

Generally

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
---	----	-------	------	------

TOPICAL INDEX

04/30/2024

<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016

STAY OF ENFORCEMENT OF AGENCY ORDER

OCAHO Has Authority to Stay Enforcement of Agency's Own Order Pending Judicial Review

<i>United States v. Frimmel Management, LLC</i>	12	OCAHO	1271	2017
<i>United States v. Frimmel Management, LLC d/b/a Uncle Sam's</i>	13	OCAHO	1271	2019
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
	12	OCAHO	1271	2016
<i>United States v. Frimmel Management, LLS</i>	12	OCAHO	1271	2016

STAY OF PROCEEDINGS

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418a 2022

STAY OF PROCEEDINGS

Adjudication of Other Motions Deferred Pending Adjudication of Motion for Voluntary Dismissal

A.S. v. Amazon Web Services, Inc.

14 OCAHO 1381o 2022

ALJ May Issue Stay of Proceedings Sua Sponte

Mabel Liliana Rodriguez Garcia v. Farm Stores

17 OCAHO 1449 2022

Nitin Degaonkar v. Infosys Limited

15 OCAHO 1393a 2022

Robert Heath v. Amazee Global Ventures, Inc.

16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer

15 OCAHO 1395b 2022

Robert Heath v. Government Systems Technologies, Inc.

16 OCAHO 1437 2022

Robert Heath v. Smart Works, LLC

16 OCAHO 1434 2022

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418a 2022

Robert Paul Heath v. I-Services, Inc.

15 OCAHO 1413a 2022

TOPICAL INDEX

04/30/2024

<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022

STAY OF PROCEEDINGS

Court's Inherent Power to Stay Proceedings

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395b	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

STAY OF PROCEEDINGS

Definition

<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

Generally

TOPICAL INDEX

04/30/2024

<i>Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis</i>	2	OCAHO 363	1991
<i>Joan A. Lardy v. United Airlines, Inc.</i>	3	OCAHO 450	1992
<i>United States v. Broadcasters Unlimited, Inc. d/b/a KGRE AM Radio</i>	4	OCAHO 719	1994
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO 135	1990
<i>United States v. DAR Distributing, Inc. d/b/a DAR Cabinets</i>	1	OCAHO 60	1989
<i>United States v. Pedro Dominguez</i>	7	OCAHO 973	1997
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 373	1991
<i>United States v. United Pottery Manufacturing & Accessories, Inc.</i>	1	OCAHO 57	1989
	1	OCAHO 51	1989

STAY OF PROCEEDINGS

Good Cause for Stay of Proceedings

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO 1464c	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO 1496	2023

TOPICAL INDEX

04/30/2024

Motion for Stay of Proceedings

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
<i>United States v. Fresco Produce, Inc.</i>	19	OCAHO	1530	2024
	19	OCAHO	1530b	2024
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024

STAY OF PROCEEDINGS

Order Denying Motion for Reconsideration of Order Issuing Stay of Proceedings

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432d	2023
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Order Denying Motion for Stay of Proceedings

<i>Joseph J. Ferrero v. Databricks</i>	18	OCAHO	1505a	2024
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

STAY OF PROCEEDINGS

Order Extending Stay of Proceedings

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456c 2023

Order Issuing Stay of Motion Response Deadline During Settlement Officer Program Referral

United States v. Fresco Produce, Inc. 19 OCAHO 1530b 2024

Order Issuing Stay of Proceedings

Ali Talebinejad v. Massachusetts Institute of Technology 17 OCAHO 1464c 2023

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Cassandra Monty v. USA2Go Quick Stores 16 OCAHO 1443 2022

Mabel Liliana Rodriguez Garcia v. Farm Stores 17 OCAHO 1449 2022

Nitin Degaonkar v. Infosys Limited 15 OCAHO 1393a 2022

TOPICAL INDEX

04/30/2024

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Robert Heath v. Amazee Global Ventures</i>	16	OCAHO	1433a	2022
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385d	2022
<i>Robert Heath v. Consultadd and an Anonymous Employer</i>	15	OCAHO	1395c	2022
	15	OCAHO	1395b	2022
<i>Robert Heath v. Government System Technologies, Inc.</i>	16	OCAHO	1437a	2022
<i>Robert Heath v. Government Systems Technologies, Inc.</i>	16	OCAHO	1437	2022
<i>Robert Heath v. Infosoft Solutions</i>	16	OCAHO	1447	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434a	2022
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456b	2023
<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO	1496	2023
<i>Vasana Leuthphova v. Printful, Inc.</i>	19	OCAHO	1536	2024
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432c	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417c	2022
<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423c	2023
<i>Zaji Obatala Zajradhara v. Misamis Construction (Saipan) Ltd.</i>	15	OCAHO	1396b	2022
<i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i>	17	OCAHO	1472	2023

STAY OF PROCEEDINGS

Order Issuing Stay of Proceedings

<i>Robert Heath v. Amazee Global Ventures, Inc.</i>	16	OCAHO	1433	2022
<i>Robert Heath v. Smart Works, LLC</i>	16	OCAHO	1434	2022
<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413a	2022
<i>Robert Paul Heath v. Niha Technologies, Inc.</i>	16	OCAHO	1427	2022
<i>Robert Paul Heath v. Tringapps, Inc.</i>	15	OCAHO	1410b	2022

Order Lifting Stay of Proceedings

TOPICAL INDEX

04/30/2024

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381p	2024
<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
<i>Christanya Symplice v. New York City Health and Hospitals</i>	18	OCAHO	1493a	2024
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>Robert Paul Heath v. Springshine Consulting and Anonymous</i>	16	OCAHO	1421d	2023
<i>Sophie Ackermann v. Mindlance, Inc.</i>	17	OCAHO	1462e	2024
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438h	2023
<i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i>	16	OCAHO	1417d	2023

STAY OF PROCEEDINGS

Order Lifting Stay of Proceedings and Dismissing Case

<i>Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc.</i>	15	OCAHO	1388h	2024
--	----	-------	-------	------

Order Setting Prehearing Conference After Extension of Stay of Proceedings

<i>United States v. Black Belt Security & Investigations, LLC</i>	17	OCAHO	1456c	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

STAY OF PROCEEDINGS

Power to Stay Proceedings is Incidental to Court's Power to Control Disposition of Cases

Vasana Leuthphova v. Printful, Inc.

19 OCAHO 1536 2024

19 OCAHO 1536 2024

Proceedings Stayed During Settlement Officer Program Referral

United States v. Fresco Produce, Inc.

19 OCAHO 1530b 2024

Settlement

Robert Paul Heath v. Springshine Consulting

16 OCAHO 1421c 2023

Stay of Proceedings Appropriate If Final Case Disposition May Be Imminent

TOPICAL INDEX

04/30/2024

<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022

STAY OF PROCEEDINGS

Stay of Proceedings Appropriate If Neither Party Will Suffer Prejudice

<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418a	2022
--	----	-------	-------	------

Stay of Proceedings Appropriate When It Serves the Interests of Judicial Economy and Efficiency

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
--	----	-------	-------	------

Stay of Proceedings as to Citizenship Status Discrimination Claim

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
---	----	-------	-------	------

TOPICAL INDEX

04/30/2024

STAY OF PROCEEDINGS

Stay of Proceedings As To National Origin Discrimination Claim

Zaji Obatala Zajradhara v. Algeric General Services, LLC 16 OCAHO 1432c 2023

Stay of Proceedings Issued After Complaint Was Deemed Abandoned

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc 15 OCAHO 1388g 2022

Ana Maria Ravines de Schur v. Easter Seals-Goodwill Northern Rocky Mountain, Inc. 15 OCAHO 1388h 2024

Zaji Obatala Zajrahara v. Li Yong Hong Corporation 17 OCAHO 1472 2023

Stay of Proceedings Issued Pending Unopposed Motion to Dismiss With Prejudice

A.S. v. Amazon Web Services, Inc. 14 OCAHO 1381o 2022

TOPICAL INDEX

04/30/2024

Stay of Proceedings May Be Issued When Dismissal May Be Imminent

<i>A.S. v. Amazon Web Services, Inc.</i>	14	OCAHO	1381o	2022
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Robert Paul Heath v. Springshine Consulting</i>	16	OCAHO	1421c	2023

STAY OF PROCEEDINGS

Stay of Proceedings Pending Adjudication of Motion to Dismiss

<i>Ali Talebinejad v. Massachusetts Institute of Technology</i>	17	OCAHO	1464c	2023
<i>Mabel Liliana Rodriguez Garcia v. Farm Stores</i>	17	OCAHO	1449	2022
<i>Nitin Degaonkar v. Infosys Limited</i>	15	OCAHO	1393a	2022
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373c	2023
<i>Sutatip Uthai Woods v. Philips North America, LLC, d/b/a Philips Healthcare</i>	14	OCAHO	1371a	2022
<i>Tareq Ziad Fouad Zakarneh v. Intel Corporation</i>	16	OCAHO	1414e	2022
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1438f	2023

TOPICAL INDEX

04/30/2024

Stay of Proceedings Pending Disposition of Motion for Summary Decision

Cassandra Monty v. USA2Go Quick Stores 16 OCAHO 1443 2022

STAY OF PROCEEDINGS

Stay of Proceedings Requires Exercise of Judgment That Weighs Interests & Maintains Even Balance

Robert Heath v. Amazee Global Ventures, Inc. 16 OCAHO 1433 2022

Robert Heath v. Consultadd and an Anonymous Employer 15 OCAHO 1395b 2022

Robert Heath v. Government Systems Technologies, Inc. 16 OCAHO 1437 2022

Robert Heath v. Smart Works, LLC 16 OCAHO 1434 2022

Robert Paul Heath v. I-Services, Inc. 15 OCAHO 1413a 2022

Robert Paul Heath v. Niha Technologies, Inc. 16 OCAHO 1427 2022

Robert Paul Heath v. Tringapps, Inc. 15 OCAHO 1410b 2022

United States v. Black Belt Security & Investigations, LLC 17 OCAHO 1456c 2023

17 OCAHO 1456b 2023

United States v. Ron's Temporary Help Services 18 OCAHO 1496 2023

Vasana Leuthphova v. Printful, Inc. 19 OCAHO 1536 2024

TOPICAL INDEX

04/30/2024

STAY OF PROCEEDINGS

Stay of Proceedings Requires Exercise of Judgment That Weights Interests & Maintains Even Balance

Robert Paul Heath v. Euclid Innovations

16 OCAHO 1418a 2022

Stay of Proceedings Should Not Be Issued Absent Clear Bar to Moving Ahead

Joseph J. Ferrero v. Databricks

18 OCAHO 1505a 2024

United States v. Black Belt Security & Investigations, LLC

17 OCAHO 1456b 2023

Stay of Regulatory Response Deadline Promoted Efficiencies of Time and Effort

United States v. Fresco Produce, Inc.

19 OCAHO 1530b 2024

SUBPOENAS

ALJ Has Authority to Make Changes to Subpoena

TOPICAL INDEX

04/30/2024

Robert Heath v. Asta CRS, Inc.

14 OCAHO 1385 2021

SUBPOENAS

ALJ May Decline to Issue Subpoena If Listed Dates Leave Insufficient Time to Challenge Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

ALJ Will Not Issue Subpoena If It Is Not Clear Who or What the Party Seeks

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363 2020

14 OCAHO 1363a 2020

Burden of Proof

In re Investigation of Modern Maintenance, Subpoena

2 OCAHO 359 1990

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

SUBPOENAS

Completed Subpoena Form Must Adhere to Procedural Requirements

Zaji Obatala Zajradhara v. Algeric General Services, LLC

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

Completed Subpoena Form Must State With Particularity the Persons or Things to be Subpoenaed

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Compliance

In re Investigation of Conoco, Inc., Subpoena

8 OCAHO 1048 2000

8 OCAHO 1048 2000

TOPICAL INDEX

04/30/2024

<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO 751	1995
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO 621	1994
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO 1056	2000
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO 754	1995
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 643	1994
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995

SUBPOENAS

Contents of a Subpoena

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
	16	OCAHO 1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426e	2023

Dates Listed on Subpoena Request Form

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

SUBPOENAS

Definiteness of Subpoena

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X

14 OCAHO 1378 2020

Directions for Obtaining a Subpoena

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432f 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438a 2022

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426d 2023

District Court Authority to Order Compliance and Find Party in Contempt

In re Investigation of Creative Resource Personnel, Inc.

12 OCAHO 1299 2017

TOPICAL INDEX

04/30/2024

In Re Investigation of: NHS Human Services

10 OCAHO 1198 2013

SUBPOENAS

Evidence Obtained by Unauthorized Subpoenas Not Considered

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Failure to Address Concerns In Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer

15 OCAHO 1395a 2022

Form I-9

United States v. 4431, Inc. t/a Candlelight Inn

4 OCAHO 611 1994

United States v. International Packaging, Inc.

12 OCAHO 1275 2016

12 OCAHO 1275 2016

TOPICAL INDEX

04/30/2024

SUBPOENAS

Generally

<i>Elizabeth Klimas v. Department of Treasury</i>	3	OCAHO 404	1992
<i>In re Investigation of ABM Industries, Subpoena</i>	5	OCAHO 763	1995
<i>In re Investigation of Carolina Employers Association, Subpoena</i>	3	OCAHO 455	1992
<i>In re Investigation of Chan's Apparel, Subpoena</i>	1	OCAHO 1	1988
<i>In re Investigation of Conoco, Inc., Subpoena</i>	8	OCAHO 1048	2000
	8	OCAHO 1048	2000
	8	OCAHO 1049	2000
<i>In re Investigation of Florida Azalea Specialist, Subpoena</i>	3	OCAHO 523	1993
<i>In re Investigation of Florida Rural Legal Services, Subpoena</i>	3	OCAHO 428	1992
<i>In re Investigation of Hyatt Regency Lake Tahoe, Subpoena</i>	5	OCAHO 751	1995
<i>In re Investigation of Norfolk Public Schools, Subpoena</i>	4	OCAHO 621	1994
<i>In re Investigation of Seafarers International Union, Subpoena</i>	3	OCAHO 498	1993
<i>In re Investigation of South Florida Tomato & Vegetable Growers Association, Subpoena</i>	1	OCAHO 237	1990
<i>In re Investigation of Strano Farms, Subpoena</i>	3	OCAHO 521	1993

TOPICAL INDEX

04/30/2024

<i>In re Investigation of Taiwan Restaurant, Subpoena</i>	3	OCAHO 431	1992
<i>In re Investigation of Wal-Mart Stores, Subpoena</i>	5	OCAHO 754	1995
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO 1198	2013
<i>James D. Westendorf v. Brown & Root, Inc.</i>	3	OCAHO 405	1992
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1087	2002
	9	OCAHO 1084	2002
<i>Leonid Naginsky v. Department of Defense</i>	5	OCAHO 813	1995
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 651	1994
<i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i>	1	OCAHO 151	1990
<i>United States v. Creation & Innovation</i>	3	OCAHO 527	1993
<i>United States v. Edith Fine</i>	1	OCAHO 89	1989
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO 302	1991
<i>United States v. Ideal Tortilla Factory, Inc.</i>	2	OCAHO 366	1991
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO 212	1990
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990
	2	OCAHO 303	1991
	1	OCAHO 274	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO 303	1991
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	5	OCAHO 748	1995
<i>United States v. Rosario Strano d/b/a Strano Farms</i>	3	OCAHO 531	1993
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432g	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426e	2023

SUBPOENAS

Granting Requested Subpoena is Discretionary

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO 1385c	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
	16	OCAHO 1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO 1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426e	2023

IER is Appropriate Counsel to Apply to District Court for Enforcement of Subpoena

TOPICAL INDEX

04/30/2024

In re Investigation of Creative Resource Personnel, Inc.

12 OCAHO 1299 2017

SUBPOENAS

It Is Improper to Seek a Subpoena for Opposing Party to Obtain Discovery Responses

Zaji Obatala Zajradhara v. GIG Partners

14 OCAHO 1363 2020

Jurisdiction

In re Investigation of Miccosukee Resort

9 OCAHO 1114 2004

In re Investigation of University of South Florida, Subpoena

8 OCAHO 1055 2000

Motion for Administrative Subpoena

Zaji Obatala Zajradhara v. Aljeric General Services, LLC

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

TOPICAL INDEX

04/30/2024

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

SUBPOENAS

Motion(s) to Quash

In re Investigation of Conoco, Inc., Subpoena 8 OCAHO 1048 2000

8 OCAHO 1048 2000

In re Investigation of Henson Aviation, Subpoena 3 OCAHO 488 1993

In re Investigation of Modern Maintenance, Subpoena 2 OCAHO 359 1990

In re Investigation of Tropicana Casino & Resort, Subpoena 9 OCAHO 1060 2000

Notice That ALJ Will Issue Subpoena for Witness Testimony on Own Initiative

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

OCAHO ALJs May Issue Subpoenas on Their Own Initiative

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023

SUBPOENAS

OCAHO ALJs May Issue Subpoenas Upon a Party's Request

<i>Zaji Obatala Zajradhara v. Algeric General Services, LLC</i>	16	OCAHO	1432f	2023
	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363b	2020
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426d	2023
	16	OCAHO	1426e	2023

OCAHO Rules Do Not Contain a Provision for Fees In Conjunction With Production of Documents

<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363b	2020
--	----	-------	-------	------

TOPICAL INDEX

04/30/2024

SUBPOENAS

OCAHO Subpoena Form Is Sole Way for Party to Request ALJ Issue a Subpoena

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Office of Special Counsel/Immigrant and Employee Rights Section

Denial

In re Investigation of Swift & Co., Subpoena 9 OCAHO 1058 2000

Order Denying Motion to Approve Subpoena

Robert Heath v. ASTA CRS, Inc. 14 OCAHO 1385c 2021

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

TOPICAL INDEX

04/30/2024

SUBPOENAS

Order to Show Cause Regarding Subpoenas

Robert Heath v. ASTA CRS, Inc.

14 OCAHO 1385c 2021

Party Requesting Subpoena Directed At Non-Party Must Give Notice to All Parties

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

Party Requesting Subpoena Has Burden of Proof to Establish Relevance

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation

16 OCAHO 1426e 2023

TOPICAL INDEX

04/30/2024

Party Requesting Subpoena Must Sign Subpoena Request Form

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1417b 2022

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

SUBPOENAS

Party Seeking Subpoena For Testimony Should Indicate Willingness to Pay Fees for Witness Travel

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363b 2020

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

Party Served With an OCAHO Subpoena Has 10 Days From Service to Petition to Revoke or Modify It

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

TOPICAL INDEX

04/30/2024

Petition to Revoke or Modify

<i>In re Investigation of Miccosukee Resort</i>	9	OCAHO	1114	2004
<i>In re Investigation of University of South Florida, Subpoena</i>	8	OCAHO	1055	2000
<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	2013
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1087	2002
	9	OCAHO	1084	2002
<i>Zaji Obatala Zajradhara v. Gig Partners</i>	14	OCAHO	1363b	2020

SUBPOENAS

Petition to Revoke or Modify Subpoena

<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO	1378	2020
--	----	-------	------	------

Petitioner Bears Burden of Proving that an Administrative Subpoena is Unduly Burdensome

<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO	1378	2020
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

SUBPOENAS

Purpose of Subpoenas

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

Refusal to Comply

In re Investigation of Creative Resource Personnel, Inc. 12 OCAHO 1299 2017

In Re Investigation of: NHS Human Services 10 OCAHO 1198 2013

Relevance

In re Investigation of University of South Florida, Subpoena 8 OCAHO 1055 2000

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395a 2022

15 OCAHO 1395 2021

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

TOPICAL INDEX

04/30/2024

<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023

SUBPOENAS

Relevance of Information Sought

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	2013
<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO	1378	2020
<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385c	2021
<i>Robert Heath v. ConsultAdd and an Anonymous Employer</i>	15	OCAHO	1395a	2022
	15	OCAHO	1395	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023

Requesting Party Must Make Showing of General Relevance and Reasonable Scope

TOPICAL INDEX

04/30/2024

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385c	2021
<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO	1432g	2023
<i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i>	16	OCAHO	1417b	2022
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO	1426e	2023

SUBPOENAS

Required Criteria for Enforcement

<i>In Re Investigation of: NHS Human Services</i>	10	OCAHO	1198	2013
<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO	1378	2020

Requirements for Enforcement of an Administrative Subpoena

<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385c	2021
---------------------------------------	----	-------	-------	------

Requirements for Enforcement of an Administrative Subpoena are Minimal

TOPICAL INDEX

04/30/2024

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

SUBPOENAS

Requirements for Issuance of a Subpoena

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

Scope of IER's Authority

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X 14 OCAHO 1378 2020

Standards For Shifting a Non-Party's Costs of Complying With a Subpoena

Zaji Obatala Zajradhara v. Gig Partners 14 OCAHO 1363b 2020

TOPICAL INDEX

04/30/2024

Subpoena Form Contains Instructions

Zaji Obatala Zajradhara v, CL Corporation

16 OCAHO 1429 2022

SUBPOENAS

Subpoena Is Appropriate Avenue for Obtaining Discovery From Non-Parties

Robert Heath v. IKON Systems and an Anonymous Employer

14 OCAHO 1377 2020

Subpoena Requires ALJ's Signature

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.

14 OCAHO 1370b 2021

Subpoena Unduly Burdensome If It Would Seriously Disrupt Normal Business Operations

In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X

14 OCAHO 1378 2020

TOPICAL INDEX

04/30/2024

Subpoenas Cannot Compel Responses to Interrogatories

Robert Heath v. ConsultAdd and an Anonymous Employer 15 OCAHO 1395 2021

SUBPOENAS

Subpoenas Require Party to Seek Leave of the Court

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438a 2022

Unauthorized Subpoena

Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc. 14 OCAHO 1370b 2021

Witness Fee for Testimony May Not Be Waived Due to Requesting Party's Indigency

Zaji Obatala Zajradhara v. Aljeric General Services, LLC 16 OCAHO 1432g 2023

Zaji Obatala Zajradhara v. Ranni's Corporation 16 OCAHO 1426e 2023

TOPICAL INDEX

04/30/2024

SUBSTANTIAL COMPLIANCE

Copying and Attaching Documents Without Properly Completing I-9 Isn't Substantial Compliance

United States v. Super 8 Motel & Vilella Italian Restaurant 10 OCAHO 1191 2013

Creation of False Section 2 Attestations Is Substantive Violation

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

Generally

United States v. Corporate Loss Prevention Associates, Ltd. 6 OCAHO 886 1996

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 1995

United States v. Jonel, Inc. 7 OCAHO 967 1997

United States v. Ketchikan Drywall Services, Inc. 10 OCAHO 1139 2011

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 1997

TOPICAL INDEX

04/30/2024

<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	6	OCAHO	865	1996
<i>United States v. Minaco Fashions, Inc.</i>	3	OCAHO	587	1993
<i>United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.</i>	3	OCAHO	583	1993
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO	533	1993
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	1995

SUBSTANTIAL COMPLIANCE

Paperwork Requirement(s)/Violation(s)

<i>United States v. BKR Restaurants, LLC d/b/a Burger King</i>	10	OCAHO	1154	2012
<i>United States v. Fortune East Fashion, Inc.</i>	7	OCAHO	977	1997
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	1997
<i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i>	7	OCAHO	931	1997
<i>United States v. Ronning Landscaping, Inc.</i>	10	OCAHO	1149	2012

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Creation of False Section 2 Attestations Is Substantive Violation

TOPICAL INDEX

04/30/2024

United States v. Employer Solutions Staffing Group II, LLC

11 OCAHO 1242 2015

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Failure to Complete or Sign Form I-9 Section 2 Employer Verification Constitutes Substantive Violation

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. Durable, Inc.

11 OCAHO 1229 2014

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

United States v. Golf International d/b/a Desert Canyon Golf

10 OCAHO 1214 2014

Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

Failure to Ensure Employee Signs Section 1 of Form I-9 Is A Substantive Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.

12 OCAHO 1276 2016

TOPICAL INDEX

04/30/2024

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Failure to Ensure That Employee Provides Alien or Admission Number Is Substantive Violation

United States v. Cawoods Produce, Inc. 12 OCAHO 1280 2016

Failure to Enter Printed Name of Individual Who Signs Section 2 Is Substantive Violation

United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging 11 OCAHO 1253 2015

Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

United States v. Agri-Systems d/b/a ASI Industrial 12 OCAHO 1301 2017

Failure to Provide Issuing Authority for Form I-9 List B Document Is Substantive Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

TOPICAL INDEX

04/30/2024

<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016
	12	OCAHO	1275	2016
<i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i>	11	OCAHO	1253	2015

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Failure to Timely Prepare I-9 is Substantive - Not Technical or Procedural - Violation

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016

Government Not Required to Provide Notice and Correction Period for Substantive Violations

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
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Notice and Correction Period Required for Technical/Procedural Failures Before Imposing Penalty

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
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TOPICAL INDEX

04/30/2024

**SUBSTANTIVE VS.
TECHNICAL/PROCEDURAL PAPERWORK
VIOLATIONS**

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

SUMMARY DECISION

Abandonment

Florinda Kattan v. Union League Club of Chicago 4 OCAHO 599 1994

United States v. McDonnell Douglas Corporation 4 OCAHO 616 1994

United States v. Private Brands Company and Private Brand, Inc. 7 OCAHO 941 1997

Admission(s)

United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company 5 OCAHO 742 1995

4 OCAHO 718 1994

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

TOPICAL INDEX

04/30/2024

<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Karnival Fashion, Inc.</i>	5	OCAHO	769	1995
<i>United States v. Maria Sourovova</i>	7	OCAHO	987	1998
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge</i>	4	OCAHO	615	1994
<i>United States v. Ricardo Calderon, Inc.</i>	5	OCAHO	805	1995
<i>United States v. Spring & Soon Fashion, Inc.</i>	8	OCAHO	1003	1998
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO	821	1995

SUMMARY DECISION

Affidavit(s)

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	2003
<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	2003
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	2007
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	2002

TOPICAL INDEX

04/30/2024

<i>Martha Diaz v. Pacific Maritime Association</i>	9	OCAHO 1108	2004
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. 1010 Morris Avenue Food Corporation</i>	6	OCAHO 885	1996
<i>United States v. IBP, Inc.</i>	8	OCAHO 1021	1999
<i>United States v. Jonel, Inc.</i>	7	OCAHO 967	1997
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO 1363c	2021
	14	OCAHO 1363c	2021

SUMMARY DECISION

ALJ Construed Pro Se Motion Without Citations as Incorporating Attached Affidavit by Reference

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
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ALJ Declined to Consider Prehearing Statement as Response to Motion for Summary Decision

TOPICAL INDEX

04/30/2024

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a 2022

SUMMARY DECISION

ALJ Invited Supplemental Briefing In Light of CAHO Order

United States v. Bliss Hospitality LLC d/b/a Baymont Inn & Suites

17 OCAHO 1463a 2023

ALJ May Consider Admissions on File for the Basis of Summary Decision

United States v. ABCO Solar, Inc.

17 OCAHO 1465a 2023

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission

15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg

15 OCAHO 1409 2021

United States v. Edgemont Group, LLC

17 OCAHO 1470 2022

United States v. Maverick Construction LLC

15 OCAHO 1405 2021

United States v. Psychosomatic Fitness LLC

14 OCAHO 1387a 2021

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 2016

TOPICAL INDEX

04/30/2024

ALJ May Defer Resolution of Motion for Summary Decision Pending Discovery

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

SUMMARY DECISION

ALJ Must Accept As True Unrebutted Facts Established By Documentary Evidence or Affidavit

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 2014

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

ALJ Must Draw Reasonable Inferences In Favor of Nonmoving Party

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 2014

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

TOPICAL INDEX

04/30/2024

SUMMARY DECISION

All Facts and Reasonable Inferences Viewed In Light Most Favorable to Nonmoving Party

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
<i>Li Zu v. Avalon Valley Rehabilitation Center</i>	14	OCAHO	1376	2020
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

SUMMARY DECISION

Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023

TOPICAL INDEX

04/30/2024

<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

SUMMARY DECISION

Asserting Fact At Summary Decision Requires Citations to Particular Material in the Record

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
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Blanket Denial of Liability Not Sufficient to Show That Genuine Issues of Material Fact Exist

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016

Civil Money Penalty

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995
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TOPICAL INDEX

04/30/2024

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	2010
<i>United States v. Private Brands Company and Private Brand, Inc.</i>	7	OCAHO	941	1997
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	2000

SUMMARY DECISION

Completion of False Certification on Form I-9 Does Not Constitute Substantial Compliance

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
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Conclusory and Unsupported Allegations Do Not Provide an Adequate Basis for Summary Decision

<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO	1362d	2023

TOPICAL INDEX

04/30/2024

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020

SUMMARY DECISION

Consequences of Failing to Support or Rebut Fact at Summary Decision Stage

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
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Conversion from Motion to Dismiss

<i>Benjamin Barone v. Superior Washer and Gasket Corp.</i>	10	OCAHO	1176	2013
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373d	2024
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	2016

Court May Accept Evidence Attached to Unopposed Motion for Summary Decision As True

TOPICAL INDEX

04/30/2024

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

SUMMARY DECISION

Court Must Consider Merits of Unopposed Motion for Summary Decision

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

Court Not Obligated to Grant Motion for Summary Decision Simply Because It Is Opposed

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

Court Not Obligated to Grant Motion Simply Because It Is Unopposed

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

Court Obligated to Hold Moving Party to Its Burden & Evaluate Motion Based on Sufficiency of Papers

TOPICAL INDEX

04/30/2024

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

SUMMARY DECISION

Cross Motions for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Damages

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Deadline to Respond to Motion for Summary Decision

Cassandra Monty v. USA2GO Quick Stores 16 OCAHO 1443a 2022

Discovery

TOPICAL INDEX

04/30/2024

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	4	OCAHO 635	1994
<i>Krzysztof Zarazinski v. Anglo Fabrics, Company</i>	4	OCAHO 638	1994
<i>United States v. Butterfly Legwear, Inc. d/b/a Classic Hosiery, Inc.</i>	6	OCAHO 900	1996

SUMMARY DECISION

Document Abuse

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
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Document Fraud

<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO 1349a	2020
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO 1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO 1380a	2021

TOPICAL INDEX

04/30/2024

Documentary Evidence

Celia Simon v. Ingram Micro, Inc. 9 OCAHO 1088 2003

SUMMARY DECISION

Documentary Evidence Together With Proposed Stipulations May Be Sufficient to Establish Liability

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

Employment Discrimination

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

Evidence

Chand Wije v. Barton Springs/Edwards Aquifer C.D. 4 OCAHO 635 1994

Chao v. McDonnell Douglas Corporation 6 OCAHO 824 1995

TOPICAL INDEX

04/30/2024

<i>Corneliu Curuta v. Tomball College</i>	9	OCAHO	1099	2003
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO	1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO	1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO	1050	2000
<i>Guy Santiglia v. Sun Microsystems, Inc.</i>	9	OCAHO	1110	2004
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO	1093	2003
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO	1081	2002
<i>Lydia Annella Anderson v. Newark Public Schools</i>	8	OCAHO	1024	1999
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO	1112	2004
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO	1135	2010
<i>R.S. v. Lattice Semiconductor</i>	14	OCAHO	1362c	2022
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. H&H Saguaro Specialists</i>	10	OCAHO	1144	2012
<i>United States v. IBP, Inc.</i>	8	OCAHO	1021	1999
<i>United States v. Jonel, Inc.</i>	7	OCAHO	967	1997

TOPICAL INDEX

04/30/2024

<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021
<i>United States v. McDonnell Douglas Corporation</i>	4	OCAHO	676	1994
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	2010
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
<i>United States v. Siwan & Brothers, Inc. d/b/a Subway #37616</i>	10	OCAHO	1178	2013
<i>United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095</i>	10	OCAHO	1179	2013
<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO	1145	2012
<i>United States v. Walden Station, Inc.</i>	8	OCAHO	1053	2000

SUMMARY DECISION

Evidence Related to Summary Decision Must Be Presented by Means Designed to Ensure Reliability

<i>Manikandan Sivasankar v. Strategic Staffing Solutions</i>	14	OCAHO	1354	2020
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Leticia Velarde</i>	14	OCAHO	1384	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020

TOPICAL INDEX

04/30/2024

<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380a	2021
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

SUMMARY DECISION

Filing of Cross Motions Does Not Require Summary Decision Be Issued in Favor of Either Party

<i>United States v. Foothill Packing, Inc.</i>	11	OCAHO	1240	2015
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Generally

<i>Adnan Niaz Mir v. Federal Bureau of Prisons</i>	3	OCAHO	577	1993
<i>Albert Gimein v. Department of Defense & Grumman Aerospace Corporation</i>	3	OCAHO	503	1993
<i>Amadeo Gonzalez v. Phoenix Motor Company</i>	3	OCAHO	410	1992
<i>Ashwani Goel v. Indotronix Internation Corporation</i>	9	OCAHO	1102	2003
<i>Bassey J. Udofot v. 88 Vapor Technologies</i>	3	OCAHO	506	1993
<i>Carlos Aciar v. Rosen's Delicatessen</i>	9	OCAHO	1086	2002
<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO	1088	2003

TOPICAL INDEX

04/30/2024

<i>Chao v. McDonnell Douglas Corporation</i>	6	OCAHO 824	1995
<i>Dinko Sefic v. Marconi Wireless</i>	9	OCAHO 1123	2007
<i>Dolores Garcia Contreras v. Cascade Fruit Company</i>	9	OCAHO 1090	2003
<i>Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center</i>	8	OCAHO 1050	2000
<i>Esther Din Brooks v. KNK Textile</i>	3	OCAHO 528	1993
<i>Esther Din Brooks v. Watts Window World</i>	3	OCAHO 570	1993
<i>Florinda Kattan v. Union League Club of Chicago</i>	3	OCAHO 586	1993
<i>Gabriel Niyi Adepitan v. United States Postal Service</i>	3	OCAHO 416	1991
<i>Ghaffar Sepahpour v. Unisys, Inc.</i>	3	OCAHO 500	1993
<i>Gurpreet Sodhi v. Maricopa Medical Center</i>	10	OCAHO 1127	2008
<i>Hector Cascante v. Kayak Club</i>	1	OCAHO 199	1990
<i>Jack Huang v. Queens Motel</i>	2	OCAHO 364	1991
<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 255	1990
<i>Jenlih John Hsieh v. PMC - Sierra, Inc.</i>	9	OCAHO 1093	2003
<i>Jesus Morales v. Cromwell's Tavern Restaurant</i>	3	OCAHO 524	1993
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO 295	1991
<i>John R. Alvarez v. Interstate Highway Construction</i>	3	OCAHO 430	1992

TOPICAL INDEX

04/30/2024

<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO 425	1992
<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 466	1992
<i>Maria Ofelia Prado-Rosales v. Montgomery Donuts, Inc.</i>	3	OCAHO 418	1992
<i>Mid-Atlantic Regional Organizing Coalition v. Heritage Landscaping Services, LLC</i>	10	OCAHO 1134	2010
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	3	OCAHO 519	1993
<i>Natasha Dionne Humphries v. PalmOne</i>	9	OCAHO 1112	2004
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO 442	1992
<i>Programmer's Guild, Inc. v. Value Consulting, Inc.</i>	10	OCAHO 1135	2010
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO 458	1992
<i>Sargon Bethishou v. Ohmite Manufacturing Company</i>	1	OCAHO 77	1989
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO 383	1991
<i>United States v. 4431, Inc. t/a Candlelight Inn</i>	4	OCAHO 611	1994
<i>United States v. A & B Carpet Steam Cleaning & General Services, Corporation</i>	1	OCAHO 219	1990
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO 239	1990

TOPICAL INDEX

04/30/2024

<i>United States v. Aid Maintenance Company, Inc.</i>	6	OCAHO 893	1996
<i>United States v. Alberta Sosa, Inc.</i>	5	OCAHO 739	1995
<i>United States v. Alberto Noriega-Perez</i>	5	OCAHO 811	1995
<i>United States v. Alvand, Inc. d/b/a 410 Diner</i>	1	OCAHO 296	1991
<i>United States v. American McNair, Inc.</i>	1	OCAHO 167	1990
<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO 828	1995
	6	OCAHO 828	1995
<i>United States v. Ana Maria Villegas-Valenzuela</i>	5	OCAHO 784	1995
<i>United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company</i>	4	OCAHO 718	1994
<i>United States v. A-Plus Roofing, Inc.</i>	1	OCAHO 209	1990
<i>United States v. Armando Palacio d/b/a La Bahia Restaurant</i>	1	OCAHO 230	1990
<i>United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza</i>	1	OCAHO 133	1990
<i>United States v. Broadway Tire, Inc.</i>	2	OCAHO 310	1991
<i>United States v. Camidor Properties, Inc.</i>	1	OCAHO 299	1991
<i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i>	2	OCAHO 305	1991
<i>United States v. Chesters Restaurants, Inc. d/b/a La Cabana Restaurant</i>	1	OCAHO 113	1989
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994

TOPICAL INDEX

04/30/2024

<i>United States v. Citizen's Utilities Company, Inc., Telephone Division</i>	1	OCAHO 109	1989
<i>United States v. Continental Sports Corporation</i>	5	OCAHO 799	1995
	5	OCAHO 799	1995
<i>United States v. Covered Bridge Farm Market, Inc. d/b/a Covered Bridge Garden Center</i>	1	OCAHO 135	1990
<i>United States v. Cristina Galeas</i>	5	OCAHO 790	1995
<i>United States v. Culinary Artistry, Inc. d/b/a Footer's Catering</i>	1	OCAHO 217	1990
<i>United States v. Cyrus Kiani d/b/a Copies, Etc.</i>	1	OCAHO 165	1990
<i>United States v. De Luca's Market</i>	8	OCAHO 1039	1999
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Doug Eier d/b/a Blue Mountain Recreation and Cyclery</i>	1	OCAHO 256	1990
<i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i>	2	OCAHO 342	1991
<i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i>	2	OCAHO 316	1992
<i>United States v. El Dorado Furniture Manufacturing, Inc. d/b/a El Dorado Furniture Manufacturer, Inc.</i>	3	OCAHO 417	1992
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO 420	1992
<i>United States v. Elsinore Manufacturing, Inc.</i>	1	OCAHO 13	1988
<i>United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant</i>	2	OCAHO 360	1991
<i>United States v. Esther Flores-Martinez</i>	5	OCAHO 733	1995

TOPICAL INDEX

04/30/2024

<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	3	OCAHO	591	1993
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	1998
<i>United States v. Giambli Enterprises</i>	5	OCAHO	817	1995
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	1991
<i>United States v. Halshan, Inc. d/b/a California Pacific</i>	1	OCAHO	278	1990
<i>United States v. Harris Ranch Beef Company</i>	2	OCAHO	335	1991
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	1990
<i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i>	1	OCAHO	298	1991
<i>United States v. Jennifer Dittman d/b/a Ready Room Restaurant</i>	1	OCAHO	195	1990
<i>United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc.</i>	6	OCAHO	851	1996
<i>United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant</i>	1	OCAHO	287	1991
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	1993
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	1989
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	1993
<i>United States v. Kumar</i>	6	OCAHO	833	1996
	6	OCAHO	833	1996
<i>United States v. L&M Tire Company, Inc.</i>	1	OCAHO	134	1990

TOPICAL INDEX

04/30/2024

<i>United States v. La Casona d/b/a La Casona Mexican Restaurant</i>	4	OCAHO 712	1994
<i>United States v. Lambok Sihombing</i>	7	OCAHO 944	1997
<i>United States v. Leonor Yolanda Ortiz</i>	6	OCAHO 863	1996
<i>United States v. Louis Padnos Iron & Metal Co., a Corporation</i>	3	OCAHO 414	1992
<i>United States v. M.C.S.M. Inc. d/b/a Tre Fratelly Restaurant</i>	3	OCAHO 544	1993
<i>United States v. Manca Imports, Inc.</i>	1	OCAHO 267	1990
<i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i>	1	OCAHO 130	1989
<i>United States v. Maria Esther Lemus d/b/a Rancho Lemus</i>	3	OCAHO 421	1992
<i>United States v. Maria Sourovova</i>	7	OCAHO 987	1998
<i>United States v. Mario Saikhon, Inc.</i>	1	OCAHO 279	1990
<i>United States v. Marisol Chavez-Ramirez</i>	5	OCAHO 774	1995
<i>United States v. Mark Steven Carter d/b/a Dixie industrial Service Company</i>	6	OCAHO 865	1996
<i>United States v. Martin Palominos-Talavera</i>	6	OCAHO 896	1996
<i>United States v. Martina Limon-Perez</i>	5	OCAHO 796	1995
<i>United States v. Neighbors of Hawaii d/b/a Tower of Power</i>	1	OCAHO 262	1990
<i>United States v. Nicolas Tinoco-Medina</i>	6	OCAHO 890	1996
<i>United States v. Noel Plastering & Stucco, Inc.</i>	2	OCAHO 377	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 274	1990
	2	OCAHO 303	1991
	1	OCAHO 274	1990
	2	OCAHO 303	1991
<i>United States v. Orlando Diaz-Rosas</i>	4	OCAHO 702	1994
<i>United States v. Patrol & Guard Enterprises, Inc.</i>	8	OCAHO 1040	2000
	8	OCAHO 1040	2000
<i>United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service</i>	5	OCAHO 760	1995
	5	OCAHO 760	1995
<i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i>	3	OCAHO 541	1993
<i>United States v. Power Operating Company</i>	3	OCAHO 580	1993
<i>United States v. PPJV, Inc. d/b/a Publishers Press</i>	2	OCAHO 373	1991
	2	OCAHO 354	1991
	2	OCAHO 337	1991
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO 974	1997
<i>United States v. Robert Marnul d/b/a Lamont Street Grill</i>	3	OCAHO 441	1992
<i>United States v. Roberto C. Davila</i>	7	OCAHO 936	1997

TOPICAL INDEX

04/30/2024

<i>United States v. Roberto C. Davila</i>	7	OCAHO 936	1997
<i>United States v. Rosario Cuevas d/b/a El Pollo Real</i>	1	OCAHO 273	1990
<i>United States v. Sargetis d/b/a Castle Valley Sales, Inc., a Utah Corporation</i>	1	OCAHO 232	1990
<i>United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn</i>	1	OCAHO 87	1989
<i>United States v. Sergio Alaniz d/b/a Sagunada</i>	1	OCAHO 297	1991
	1	OCAHO 245	1990
<i>United States v. The Beverly Center</i>	5	OCAHO 762	1995
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993
<i>United States v. Tri-Component Product Corporation</i>	5	OCAHO 821	1995
<i>United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.</i>	3	OCAHO 409	1992
<i>United States v. USA Café</i>	1	OCAHO 42	1989
<i>United States v. Valencia Bar & Liquors, Inc.</i>	7	OCAHO 995	1998
<i>United States v. Walia's, Inc. d/b/a Walia's Restaurant</i>	1	OCAHO 122	1990
<i>United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products</i>	3	OCAHO 483	1993
<i>United States v. Weymoor Investments, Limited</i>	1	OCAHO 56	1989
<i>United States v. William and Maria Sievert</i>	1	OCAHO 294	1991
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

TOPICAL INDEX

04/30/2024

<i>United States v. Yin Tien Chen, Individually and Winning Orchards, LLC</i>	9	OCAHO 1092	2003
<i>Wisniewski v. Douglas County School System</i>	1	OCAHO 29	1988
<i>Zelleka Getahun v. DuPont Merck Pharmaceutical Company</i>	8	OCAHO 1029	1999

SUMMARY DECISION

Hearsay Evidence

<i>Celia Simon v. Ingram Micro, Inc.</i>	9	OCAHO 1088	2003
<i>United States v. China Wok Restaurant, Inc., a Nebraska Corporation</i>	4	OCAHO 608	1994
<i>United States v. Snack Attack Deli, Inc.</i>	10	OCAHO 1137	2010

Issue Is Material If It Might Affect the Outcome of the Case and Must Inevitably Be Decided

<i>Ravi Sharma v. Lattice Semiconductor</i>	14	OCAHO 1362d	2023
	14	OCAHO 1362d	2023
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO 1301	2017
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023

TOPICAL INDEX

04/30/2024

SUMMARY DECISION

Issue of Fact Is Genuine Only If It Has A Real Basis in the Record

<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021

Jurisdiction

<i>Leonor Garcia v. Tia Maria's Cantina & Mexican Restaurante</i>	7	OCAHO	970	1997
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020

Knowledge

TOPICAL INDEX

04/30/2024

<i>Martin John Shortt v. Dick Clark's American Bandstand Grill</i>	10	OCAHO	1130	2009
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Felipe De Leon-Valenzuela</i>	7	OCAHO	993	1998
<i>United States v. Haim Co., Inc.</i>	7	OCAHO	988	1998

SUMMARY DECISION

Liability

<i>United States v. American Terrazzo Corporation d/b/a John Delallo Foods</i>	6	OCAHO	828	1995
	6	OCAHO	828	1995
<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. International Packaging, Inc.</i>	12	OCAHO	1275	2016

TOPICAL INDEX

04/30/2024

United States v. International Packaging, Inc. 12 OCAHO 1275 2016

United States v. Jim Bailey and Charles Fristoe d/b/a B & F Golf Services, Inc. 6 OCAHO 851 1996

SUMMARY DECISION

Liability Conceded

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Modification(s)

Sufficiency

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 1995

5 OCAHO 760 1995

Motion for Summary Decision

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

TOPICAL INDEX

04/30/2024

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

SUMMARY DECISION

Motion for Summary Decision and Default Judgment

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438 2022

Motion for Summary Decision Treated As Motion to Dismiss

Donna Yvette Miller v. United States Postal Service, Greater South Carolina District Office 12 OCAHO 1284 2016

Motion to Dismiss Treated As Motion for Summary Decision Where Evidence Outside Pleadings is Considered

Temitope Ogunrinu v. Law Resources & Arnold & Porter Kaye Scholer LLP 13 OCAHO 1332g 2020

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 2015

11 OCAHO 1216 2014

TOPICAL INDEX

04/30/2024

SUMMARY DECISION

Motion to Treat Motion for Summary Decision as Conceded

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

Movant Bears Initial Burden to Demonstrate Absence of Genuine Issue of Material Fact

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission 15 OCAHO 1408 2021

United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg 15 OCAHO 1409 2021

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Golden Employment Group, Inc. 12 OCAHO 1274 2016

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

TOPICAL INDEX

04/30/2024

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo</i>	14	OCAHO	1359a	2021
<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

SUMMARY DECISION

Moving Party Who Bears Burden of Proof At Trial Must Present Sufficient Evidence to Support

<i>United States v. Saidabror Siddikov d/b/a Beyond Cleaning Services</i>	11	OCAHO	1257	2015
<i>Zaji Obatala Zajradhara v. GIG Partners, Inc.</i>	14	OCAHO	1363c	2021

Nonmoving Party Who Bears Burden of Proof at Trial Must Present Sufficient Evidence to Support Claim

TOPICAL INDEX

04/30/2024

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO	1337	2019
<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Martine Mbitaze v. City of Greenbelt</i>	13	OCAHO	1345a	2020
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Norberto Sagal Torres v. Pacific Continental Textiles, Inc.</i>	10	OCAHO	1203	2013
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015

SUMMARY DECISION

Notice and Opportunity to Respond Prior to Granting Summary Decision in Favor of Nonmoving Party

<i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i>	14	OCAHO	1370b	2021
--	----	-------	-------	------

Notice of Conversion of Motion to Dismiss to Motion for Summary Decision

<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
--	----	-------	------	------

TOPICAL INDEX

04/30/2024

Notice to Pro Se Party

Carlos Aciar v. Rosen's Delicatessen 9 OCAHO 1086 2002

SUMMARY DECISION

Omitting Document Number/Expiration Date May Be Technical/Procedural If Document Copy Attached

Gloria Ondina-Mendez v. Sugar Creek Packing Company 9 OCAHO 1075 2001

Raul A. Gonzalez v. Tri-Component Products, Inc. 9 OCAHO 1118 2005

Seidou Diarrassouba v. Medallion Financial Corporation 9 OCAHO 1076 2001

Order Denying Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo 14 OCAHO 1359a 2021

TOPICAL INDEX

04/30/2024

Order Denying Motion to Treat Motion for Summary Decision as Conceded

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes 16 OCAHO 1440a 2023

SUMMARY DECISION

Order Granting in Part Motion for Summary Decision

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Order Granting Motion for Summary Decision

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

United States v. Brian de Jesus Corrales-Hernandez 17 OCAHO 1454b 2023

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

TOPICAL INDEX

04/30/2024

<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015

SUMMARY DECISION

Party Moving for Summary Decision Must Show There Is No Genuine Issue of Material Fact

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO	1337	2019
<i>Brent Leslie Reed v. DuPont Pioneer Hi-Bred International, Inc.</i>	13	OCAHO	1321a	2019
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO	1465a	2023
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
<i>United States v. Alma Delia Rubio-Reyes</i>	14	OCAHO	1349	2020
<i>United States v. Bazan's Enterprises, Inc., d/b/a Taco Ole Mission</i>	15	OCAHO	1408	2021
<i>United States v. Bazan's, Inc., d/b/a Taco Ole Edinburg</i>	15	OCAHO	1409	2021
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Maverick Construction LLC</i>	15	OCAHO	1405	2021
<i>United States v. Samuel Tominiyi Fasakin</i>	14	OCAHO	1375	2020
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Visiontron Corp.</i>	13	OCAHO	1348	2020

SUMMARY DECISION

Party Opposed Must Provide Specific Facts Showing Genuine Issue of Material Fact for Hearing

<i>Julio Ricardo Sanchez Molina v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1261	2015
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO	1470	2022
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016
<i>Walter Oswaldo Paz-Martinez v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1260	2015
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020

SUMMARY DECISION

Party Opposed to Summary Decision May Not Rest on Mere Allegations or Denials in Pleading

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Hair U Wear, LLC</i>	11	OCAHO	1268	2016
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016

TOPICAL INDEX

04/30/2024

<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
	14	OCAHO	1380a	2021
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

SUMMARY DECISION

Reasonable Inferences Do Not Include Those Inferences So Tenuous as to Amount to Speculation

<i>Armando Huberth Crespo v. FAMSA, Inc.</i>	13	OCAHO	1337	2019
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Remedies

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO	1332j	2021
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Retaliation

TOPICAL INDEX

04/30/2024

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

SUMMARY DECISION

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 Medical Center 10 OCAHO 1127 2008

Jose Pablo Martinez v. Superior Linen 10 OCAHO 1180 2013

Natasha Dionne Humphries v. PalmOne 9 OCAHO 1112 2004

Robert S. Mathews v. Goodyear Tire & Rubber Company 7 OCAHO 929 1997

Russell M. Hamilton v. The Recorder 7 OCAHO 968 1997

United States v. IBP, Inc. 8 OCAHO 1021 1999

United States v. Jonel, Inc. 7 OCAHO 967 1997

United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm 1 OCAHO 96 1989

United States v. Spring & Soon Fashion, Inc. 8 OCAHO 1003 1998

TOPICAL INDEX

04/30/2024

SUMMARY DECISION

Stipulations

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

Sufficiency of Evidence Supporting Motion for Summary Decision

United States v. Alma Delia Rubio-Reyes 14 OCAHO 1349 2020

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

United States v. Maria Gregorio-Gomez, and Elsa Aguilar-Pablo 14 OCAHO 1359a 2021

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375 2020

United States v. Sanchita Bhattacharya 14 OCAHO 1380 2020

Summary Decision Appropriate Where Party is Entitled and Shows No Genuine Issue of Material Fact

Ravi Sharma v. Lattice Semiconductor 14 OCAHO 1362d 2023

TOPICAL INDEX

04/30/2024

<i>United States v. Agri-Systems d/b/a ASI Industrial</i>	12	OCAHO	1301	2017
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO	1454b	2023
<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO	1474	2023
<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355a	2020
<i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i>	12	OCAHO	1276	2016
<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO	1290	2016
<i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i>	12	OCAHO	1286	2016
<i>United States v. Lazy Days South, Inc.</i>	13	OCAHO	1322	2020
<i>United States v. Sanchita Bhattacharya</i>	14	OCAHO	1380	2020
<i>United States v. Senox Corporation</i>	11	OCAHO	1219	2014
<i>United States v. Solutions Group International, LLC</i>	12	OCAHO	1288	2016
<i>United States v. Spectrum Technical Staffing Services, Inc., and Personnel Plus, Inc.</i>	12	OCAHO	1291	2016
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
<i>Zaji Obatala Zajradhara v. Donghui Kengxindun Corporation d/b/a Kengxindun Apartment Rental</i>	14	OCAHO	1382	2020

TOPICAL INDEX

04/30/2024

SUMMARY DECISION

Summary Decision Denied in the Absence of Externally Verifiable Sources in Evidence

United States v. Diega Quisquina-Yaxon 17 OCAHO 1474 2023

Summary Decision Does Not Issue Automatically Even If Nonmoving Party Fails to Respond to Motion

United States v. Hair U Wear, LLC 11 OCAHO 1268 2016

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. Wave Green, Inc. d/b/a Golden Farm Market 11 OCAHO 1267 2016

Summary Decision Is the Appropriate Time for Parties to Advance Admissibility Arguments

Ravi Sharma v. NVIDIA Corp. 17 OCAHO 1450j 2023

TOPICAL INDEX

04/30/2024

Timing of Motion for Summary Decision

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438

2022

SUMMARY DECISION

Unfair Documentary Practices

Cassandra Monty v. USA2GO Quick Stores

16 OCAHO 1443a

2022

Unsupported Factual Allegations Made Only in the Complaint are Not Evidence

Martine Mbitaze v. City of Greenbelt

13 OCAHO 1345a

2020

Unsupported Statement In A Brief Is Not Sufficient to Raise a Genuine Issue of Material Fact

United States v. Farias Enterprises LLC d/b/a Barajas Mexican Grill

13 OCAHO 1338

2020

TOPICAL INDEX

04/30/2024

Unsworn Factual Allegations Cannot Create Genuine Issue of Material Fact

<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO 1355	2020
<i>United States v. Jalisco's Bar and Grill, Inc.</i>	11	OCAHO 1224	2014

SUMMARY DECISION

When Party Moving for Summary Decision Meets Burden, Nonmoving Party Needs Contravening Evidence

<i>Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP</i>	13	OCAHO 1332j	2021
<i>United States v. ABCO Solar, Inc.</i>	17	OCAHO 1465a	2023
<i>United States v. Brian de Jesus Corrales-Hernandez</i>	17	OCAHO 1454b	2023
<i>United States v. Diega Quisquina-Yaxon</i>	17	OCAHO 1474	2023
<i>United States v. Edgemont Group, LLC</i>	17	OCAHO 1470	2022
<i>United States v. Maverick Construction LLC</i>	15	OCAHO 1405	2021

TAX PROTESTER

Attorney Fees

<i>Gaylon D. Shepherd v. Sturm, Ruger & Company, Inc.</i>	7	OCAHO 990	1998
---	---	-----------	------

TOPICAL INDEX

04/30/2024

<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO 969	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 966	1997
<i>Michael K. Lee v. Airtouch Communications</i>	7	OCAHO 926	1997
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 963	1997
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO 978	1997

TAX PROTESTER

Discrimination

<i>Christopher Winkler v. Timlin Corporation</i>	6	OCAHO 912	1997
<i>Costigan v. NYNEX</i>	6	OCAHO 918	1997
<i>Earl Russel Horne v. Town of Hampstead</i>	6	OCAHO 906	1997
<i>Eric Robin Cholerton v. Robert M. Hadley Company, Inc.</i>	7	OCAHO 934	1997
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO 960	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997

TOPICAL INDEX

04/30/2024

<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection</i>	7	OCAHO 925	1997
	7	OCAHO 925	1997
<i>Michael K. Lee v. Airtouch Communications</i>	6	OCAHO 901	1996
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997
<i>Ronald C. Wilson v. Harrisburg School District</i>	6	OCAHO 919	1997
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

TAX PROTESTER

Dismissal

<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	7	OCAHO 969	1997

TOPICAL INDEX

04/30/2024

Document Abuse

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Joyce J. Austin v. Jitney-Jungle Stores of America, Inc.</i>	6	OCAHO 923	1997

TAX PROTESTER

Failure to State a Claim

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Russell M. Hamilton v. The Recorder</i>	7	OCAHO 968	1997
<i>Susan K. Horst v. Juneau School District City and Borough of Juneau</i>	7	OCAHO 957	1997

Jurisdiction

<i>Bunn v. USX/US Steel</i>	7	OCAHO 985	1998
<i>Christopher Winkler v. West Capital Financial Services</i>	7	OCAHO 928	1997
<i>D'Amico v. Erie Community College</i>	7	OCAHO 948	1997
<i>Hollingsworth v. Applied Research Associates</i>	7	OCAHO 942	1997

TOPICAL INDEX

04/30/2024

<i>Hutchinson v. End Stage Renal Disease Network of Florida, Inc.</i>	7	OCAHO 939	1997
<i>Hutchinson v. GTE Data Services</i>	7	OCAHO 954	1997
<i>Jay S. Manning v. The City of Jacksonville</i>	7	OCAHO 956	1997
<i>Kosatschkow v. Allen-Stevens Corporation</i>	7	OCAHO 938	1997
<i>Lee v. AT&T</i>	7	OCAHO 924	1997
<i>Lonnie W. Hogenmiller v. Lincare, Inc.</i>	7	OCAHO 953	1997
<i>Werline v. Public Service Electric & Gas Company</i>	7	OCAHO 935	1997

TAX PROTESTER

Subject Matter Jurisdiction

<i>James R. Cook v. Pro Source, Inc.</i>	7	OCAHO 960	1997
<i>Richard F. Lareau v. US Airways, Inc.</i>	7	OCAHO 932	1997

TEN DAY NOTICE RULE

Generally

<i>United States v. Auburn University</i>	3	OCAHO 564	1993
---	---	-----------	------

TOPICAL INDEX

04/30/2024

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

Answer

United States v. Patmo Concrete LLC 17 OCAHO 1448 2022

US Tech Workers et al. v. W.W. Grainger, Inc. 19 OCAHO 1540 2024

Brief(s)

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 OCAHO 603 1994

TOPICAL INDEX

04/30/2024

TIME COMPUTATIONS

Calculating Date When 8 U.S.C. Section 1324b Jurisdiction Attaches Over An Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

Calculating When Jurisdiction Attaches Over an Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises 16 OCAHO 1438f 2023

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

TOPICAL INDEX

04/30/2024

<i>Jorge Mario Ipina v. Michigan Department of Labor</i>	2	OCAHO 386	1991
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Julian Sahagun v. Bend-Pack, Inc.</i>	5	OCAHO 809	1995
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO 991	1998
	6	OCAHO 907	1997
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
	4	OCAHO 602	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 861	1996
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 695	1994
	4	OCAHO 653	1994
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

TIME COMPUTATIONS

TOPICAL INDEX

04/30/2024

Complaint

<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO 648	1994
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>United States v. Agripac, Inc.</i>	8	OCAHO 1028	1999
<i>United States v. Rosario Strano and Vito Strano d/b/a Strano Farms</i>	4	OCAHO 601	1994
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995

TIME COMPUTATIONS

Documents are not Considered Filed Until Received By OCAHO

<i>In re Investigation of: Space Exploration, Technologies Corp. d/b/a Space X</i>	14	OCAHO 1378	2020
<i>United States v. Pasquel Hermanos, Inc.</i>	18	OCAHO 1506a	2024

Employment Decision Made and Communicated When Aggrieved Party Received Unequivocal Notice

<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
---	----	-------------	------

TOPICAL INDEX

04/30/2024

TIME COMPUTATIONS

Employment Decision Made When Aggrieved Party Knew or Should Have Known Adverse Decision Made

Prakash Sinha v. Infosys Limited 14 OCAHO 1373d 2024

Equitable Estoppel

Ashwani Goel v. Indotronic International Corporation 9 OCAHO 1102 2003

Roman Udala v. New York State Department of Education 4 OCAHO 633 1994

Equitable Tolling

Ashwani Goel v. Indotronic International 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

TOPICAL INDEX

04/30/2024

<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO 648	1994
<i>Joseph E. Sabol v. Northern Michigan University</i>	9	OCAHO 1107	2004
<i>Linda S. Walker v. United Airlines, Inc.</i>	4	OCAHO 686	1994
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO 1235	2014
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Ramnik M. Trivedi v. Northrop Corporation and Department of Defense</i>	4	OCAHO 600	1994
<i>Roman Udala v. New York State Department of Education</i>	4	OCAHO 633	1994
<i>Rosa Isela Olivares Aguirre v. KDI American Products, Inc.</i>	6	OCAHO 882	1996
<i>Salim J. Hajiani v. Ali Properties, LLC, Airport Shell</i>	10	OCAHO 1188	2013
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO 991	1998
<i>United States v. Workrite Uniform Company, Inc.</i>	5	OCAHO 736	1995
<i>Walied Shater v. Shell Oil Company</i>	18	OCAHO 1504b	2024
<i>Wartan Bozoghlanian v. Magnavox Advanced Products and Systems Company</i>	4	OCAHO 653	1994
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO 660	1994

TIME COMPUTATIONS

Filing of EEOC Charge Does Not Toll Limitations Period for Filing of IER/OSC Charge

TOPICAL INDEX

04/30/2024

<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>Oswalde Woode v. Central Regional Hospital NCDHHS Agency</i>	11	OCAHO	1235	2014

TIME COMPUTATIONS

Generally

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	1995
<i>Crecencio Cabrera Mendez v. Jim Daniels</i>	2	OCAHO	374	1991
<i>George Suchta v. United States Postal Service</i>	2	OCAHO	327	1991
<i>In re Investigation of Modern Maintenance, Subpoena</i>	2	OCAHO	359	1990
<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO	892	1996
<i>John C. Grodzki v. OOCL, Inc.</i>	1	OCAHO	295	1991
<i>Juan J. Salcido v. New-Way Pork Company</i>	3	OCAHO	425	1992
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO	174	1990
<i>Sanchez v. Leobardo and Carmen Ocanas d/b/a Leo Ocanas Farm</i>	9	OCAHO	1115	2005
<i>Stephen A. Lewis v. McDonald's Corporation</i>	2	OCAHO	383	1991
<i>United States v. Christie Automotive Products</i>	2	OCAHO	365	1991
<i>United States v. Cindy L. Golchuk d/b/a Rancho Sierra Drywall</i>	2	OCAHO	353	1991

TOPICAL INDEX

04/30/2024

<i>United States v. Dodge Printing Centers, Inc.</i>	1	OCAHO	181	1990
<i>United States v. G.L.C. Restaurant, Inc. d/b/a Capriccio Restaurant</i>	2	OCAHO	389	1991
<i>United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm</i>	1	OCAHO	96	1989
<i>United States v. Mesa Airlines</i>	1	OCAHO	74	1989
	1	OCAHO	74	1989
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO	274	1990
	2	OCAHO	312	1991
	2	OCAHO	303	1991
	1	OCAHO	274	1990
	2	OCAHO	303	1991
<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	182	1990
<i>United States v. Sophie Valdez d/b/a La Parilla Restaurant</i>	1	OCAHO	91	1989
<i>United States v. Southwest Marine Corporation, a California Corporation</i>	3	OCAHO	429	1992
	2	OCAHO	400	1989
<i>United States v. Weld County School District</i>	2	OCAHO	378	1991
<i>Wartan Bozoghlanian v. Raytheon Company, Electromagnetic Systems Division</i>	4	OCAHO	660	1994

TOPICAL INDEX

04/30/2024

TIME COMPUTATIONS

Memorandum of Understanding (MOU)

<i>Jack N. Toussaint v. Tekwood Data Processing Consulting</i>	6	OCAHO 892	1996
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO 1373d	2024
<i>Sara Caspi v. William J. Hoffman and Trigild Corporation</i>	7	OCAHO 991	1998
	6	OCAHO 907	1997
<i>United States v. Auburn University</i>	4	OCAHO 617	1994
<i>United States v. Hyatt Regency Lake Tahoe</i>	6	OCAHO 879	1996

Non-Filing Party Given Extra Time to Respond to Fax-Filed Motion That Was Improperly Served

<i>Richard R. Rogers v. Service Experts</i>	16	OCAHO 1415	2022
---	----	------------	------

Order Resetting Deadlines for Response to Order to Show Cause Based on Updated Service Data

TOPICAL INDEX

04/30/2024

United States v. Commander Produce, LLC

16 OCAHO 1428b 2022

TIME COMPUTATIONS

Rejection Letter Was Unequivocal Notice of Adverse Decision

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Untimely Charge

Prakash Sinha v. Infosys Limited

14 OCAHO 1373d 2024

Walied Shater v. Shell Oil Company

18 OCAHO 1504b 2024

TITLE VII

Calculating When Jurisdiction Attaches Over an Employer

Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438f 2023

16 OCAHO 1438b 2022

TOPICAL INDEX

04/30/2024

TITLE VII

Direct Evidence

Dolores Garcia Contreras v. Cascade Fruit Company 9 OCAHO 1090 2003

Discrimination Claims Against Employment Agencies

Robert Heath v. Asta CRS, Inc. 14 OCAHO 1385 2021

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

TOPICAL INDEX

04/30/2024

<i>Jaime Banuelos v. Transportation Leasing Company</i>	1	OCAHO 156	1990
<i>Jose Ortega v. Vermont Bread</i>	3	OCAHO 475	1993
<i>Margarita Yefremov v. New York City Department of Transportation</i>	3	OCAHO 466	1992
<i>Marian Ryba v. Temple Steel Company</i>	1	OCAHO 289	1991
<i>Michael Williamson v. Autorama, Inc.</i>	1	OCAHO 174	1990
<i>Olegario Munoz v. Pastel Furniture Manufacturing Company</i>	3	OCAHO 457	1992
<i>Omar Egal v. Sears Roebuck & Company</i>	3	OCAHO 442	1992
<i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i>	3	OCAHO 458	1992
<i>Syed Fayyaz v. The Sheraton Corporation</i>	1	OCAHO 152	1990
<i>United States v. Lasa Marketing Firms, a California Partnership</i>	1	OCAHO 106	1989
<i>United States v. Marcel Watch Corporation</i>	1	OCAHO 143	1990
<i>United States v. San Diego Semiconductors, Inc.</i>	2	OCAHO 314	1991
<i>United States v. Weld County School District</i>	2	OCAHO 326	1991
	2	OCAHO 378	1991

TITLE VII

INA Prohibits Overlap With Claims of National Origin Discrimination Covered by Title VII

TOPICAL INDEX

04/30/2024

<i>Garth Anton Hayden v. New York Police Department</i>	13	OCAHO	1313	2018
<i>Nicasio Angulo v. Securitas Security Services USA, Inc.</i>	11	OCAHO	1259	2015
<i>Prakash Sinha v. Infosys Limited</i>	14	OCAHO	1373	2020
<i>Travis John Guth v. Kaiser Permanente Hawaii</i>	10	OCAHO	1190	2013

TITLE VII

Intent to Discriminate

<i>United States v. Diversified Technology and Services of Virginia, Inc.</i>	9	OCAHO	1095	2003
---	---	-------	------	------

Jurisdiction

<i>Drahomira Adame v. Dunkin Donuts</i>	5	OCAHO	722	1995
	4	OCAHO	691	1994
<i>Jixian Pan v. Christian Engineering Company d/b/a Jude Engineering</i>	4	OCAHO	648	1994
<i>Mr. Doron Tal v. M. L. Energia, Inc.</i>	4	OCAHO	705	1994
<i>United States v. Hotel Martha Washington Corporation</i>	5	OCAHO	786	1995

TOPICAL INDEX

04/30/2024

United States v. Shirley Fuimoto, Hawaii Government Employees Association 7 OCAHO 937 1997

TITLE VII

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

OCAHO Jurisprudence Looks To Cases Under Title VII for General Guidance in Interpreting Section 1324b

Linda Chellouf v. Inter American University of Puerto Rico 12 OCAHO 1269 2016

Temitope Ogunrinu v. Law Resources 13 OCAHO 1332 2019

Temitope Ogunrinu v. Law Resources & Arnold & Porter Scholer LLP 13 OCAHO 1332j 2021

Retaliation

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 638 1994

TOPICAL INDEX

04/30/2024

Linda Chellouf v. Inter American University of Puerto Rico

12 OCAHO 1269 2016

VACATIONS

Finding of Fact and Conclusion of Law Not Support by Record

Retaliation

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1217 2014

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

TOPICAL INDEX

04/30/2024

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

ALJ Has Discretion When Complainant Does Not Specify Withdrawal With or Without Prejudice

Dave O'Brian Tingling v. City of Richmond, VA 13 OCAHO 1324e 2021

Attorney Provided Last-Known Address for Respondent in Withdrawal Motion

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

TOPICAL INDEX

04/30/2024

United States v. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

WITHDRAWAL

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

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. HDB Network Technology, Inc. 18 OCAHO 1483 2023

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. Kodiak Oilfield Services, LLC 16 OCAHO 1436a 2023

United States v. Maria Celia Aispuro-Nunez 5 OCAHO 745 1995

TOPICAL INDEX

04/30/2024

<i>United States v. Mark's Electrical Contracting Corporation</i>	4	OCAHO 641	1994
<i>United States v. Midtown Fashion, Inc.</i>	4	OCAHO 657	1994
	4	OCAHO 665	1994
<i>United States v. Mourad Abu Remileh</i>	4	OCAHO 680	1994
<i>United States v. Nancy Mubarki</i>	5	OCAHO 816	1995
<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	1	OCAHO 236	1990
	1	OCAHO 284	1991
	1	OCAHO 207	1990
<i>United States v. Pan American Supply Company, Inc.</i>	5	OCAHO 804	1995
<i>United States v. Renato Parondo Jaque</i>	6	OCAHO 823	1995
	6	OCAHO 823	1995
<i>United States v. Scandia Interiors, Inc.</i>	1	OCAHO 290	1991
<i>United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels</i>	3	OCAHO 589	1993
<i>United States v. Ziagul Zekreya</i>	4	OCAHO 683	1994

WITHDRAWAL

Charging Party

TOPICAL INDEX

04/30/2024

United States v. Monfort, Inc.

4 OCAHO 597 1994

WITHDRAWAL

Conditional Grant of Motion to Withdraw

United States v. Technical Marine Maintenance and Gulf Coast Workforce

13 OCAHO 1312a 2018

United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC

13 OCAHO 1312 2018

United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC

13 OCAHO 1312 2018

Effect on Settlement

United States v. American Airlines

8 OCAHO 1044 2000

Generally

Leonid Naginsky v. Department of Defense

5 OCAHO 795 1995

TOPICAL INDEX

04/30/2024

WITHDRAWAL

Motion(s)

United States v. Esther Flores-Martinez 4 OCAHO 647 1994

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

Office of Special Counsel/Immigrant and Employee Rights Section

United States v. Auburn University 4 OCAHO 658 1994

Order Granting Withdrawal of Counsel

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

Order Requiring Motion to Withdraw as Counsel

TOPICAL INDEX

04/30/2024

Robert Paul Heath v. Ameritech Global 16 OCAHO 1435b 2024

WITHDRAWAL

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

6 OCAHO 823 1995

United States v. Technical Marine Maintenance and Gulf Coast Workforce 13 OCAHO 1312a 2018

United States v. Technical Marine Maintenance Texas, LLC and Gulf Coast Workforce, LLC 13 OCAHO 1312 2018

United States v. Technical Marine Maintenance Texas, LLC, and Gulf Coast Workforce, LLC 13 OCAHO 1312 2018

TOPICAL INDEX

04/30/2024

WITHDRAWAL

Request for a Hearing

United States v. Kanon Associated Services, Inc. 5 OCAHO 800 1995

When Properly Filed, Motions for Withdrawal of Counsel Are Usually Granted

United States v. HDB Network Technology, Inc. 18 OCAHO 1483 2023

WITNESSES

Credibility

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

Expert Witnesses

United States v. Samuel Tominiyi Fasakin 14 OCAHO 1375k 2023

TOPICAL INDEX

04/30/2024

WITNESSES

Generally

<i>Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center</i>	10	OCAHO 1131	2009
<i>United States v. Armando Alvarez-Suarez</i>	4	OCAHO 655	1994
<i>United States v. Dolly Boman Irani</i>	6	OCAHO 860	1996
<i>United States v. Mushtaq Ahmed Chaudhry</i>	3	OCAHO 588	1993

Witness Lists

<i>Zaji Obatala Zajradhara v. Aljeric General Services, LLC</i>	16	OCAHO 1432f	2023
<i>Zaji Obatala Zajradhara v. Ranni's Corporation</i>	16	OCAHO 1426d	2023