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CIVIL MONEY PENALTY

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CIVIL MONEY PENALTY

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CIVIL MONEY PENALTY

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CIVIL MONEY PENALTY

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<i>Zaji Obatala Zajradhara v. LBC Mabuhay (Saipan) Inc.</i>	16	OCAHO	1423d	2023

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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
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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

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14 OCAHO 1379b 2022

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17 OCAHO 1464c 2023

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12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

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14 OCAHO 1374a 2021

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14 OCAHO 1363d 2021

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17 OCAHO 1459c 2023

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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

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United States v. Ramiro Sanchez-Ochoa

16 OCAHO 1439a 2022

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Zaji Obatala Zajradhara v. E-Supply Enterprises

16 OCAHO 1438d 2023

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Ravi Sharma v. NVIDIA Corp.

17 OCAHO 1450k 2023

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16 OCAHO 1417c 2022

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17 OCAHO 1450i 2023

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16 OCAHO 1426b 2022

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17 OCAHO 1450b 2022

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17 OCAHO 1475a 2023

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14 OCAHO 1381g 2021

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<i>United States v. Walmart Inc. (Bethlehem)</i>	17	OCAHO	1475a	2023

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17 OCAHO 1450j 2023

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17 OCAHO 1464a 2023

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16 OCAHO 1439a 2022

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<i>Robert Heath v. ASTA CRS, Inc.</i>	14	OCAHO	1385f	2023
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<i>Robert Paul Heath v. Euclid Innovations</i>	16	OCAHO	1418d	2023
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<i>Zaji Obatala Zajradhara v. Li Yong Hong Corporation</i>	17	OCAHO	1472a	2023

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9 OCAHO 1094 2003

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14 OCAHO 1375k 2023

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14 OCAHO 1375h 2022

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4 OCAHO 649 1994

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16 OCAHO 1414e 2022

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15 OCAHO 1402c 2022

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14 OCAHO 1376 2020

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12 OCAHO 1305a 2018

12 OCAHO 1305b 2018

12 OCAHO 1305 2017

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<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
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<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
<i>United States v. New Peking, Inc. d/b/a New Peking Chinese Restaurant</i>	2	OCAHO	329	1991
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<i>United States v. Nu Look Cleaners of Pembroke Pines, Inc.</i>	2	OCAHO	312	1991
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<i>United States v. Robert Cleek d/b/a Robert Cleek Concrete Company</i>	1	OCAHO	201	1990
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	12	OCAHO	1285	2016

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<i>Zaji Obatala Zajradhara v. Aljeric General Services</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

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14 OCAHO 1375c 2021

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18 OCAHO 1504 2023

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14 OCAHO 1381f 2021

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14 OCAHO 1381f 2021

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14 OCAHO 1381e 2021

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17 OCAHO 1450a 2022

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14 OCAHO 1385 2021

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15 OCAHO 1395a 2022

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14 OCAHO 1381f 2021

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14 OCAHO 1381f 2021

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14 OCAHO 1381e 2021

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14 OCAHO 1370b 2021

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15 OCAHO 1388 2021

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17 OCAHO 1471a 2023

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16 OCAHO 1415 2022

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11 OCAHO 1265 2015

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16 OCAHO 1426c 2023

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16 OCAHO 1426 2022

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16 OCAHO 1423b 2022

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15 OCAHO 1400a 2022

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16 OCAHO 1415 2022

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14 OCAHO 1375e 2022

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16 OCAHO 1438c 2023

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16 OCAHO 1417a 2022

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17 OCAHO 1472a 2023

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14 OCAHO 1379 2020

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15 OCAHO 1388f 2022

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9 OCAHO 1104 2004

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9 OCAHO 1091 2003

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3 OCAHO 493 1993

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13 OCAHO 1332d 2020

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3 OCAHO 553 1993

United States v. Giambli Enterprises

5 OCAHO 817 1995

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<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
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<i>United States v. Ron's Temporary Help Services</i>	18	OCAHO 1496	2023

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<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

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<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

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<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

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<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
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<i>Ephrain Manuel Berlanga v. Butterball Company</i>	4	OCAHO 669	1994
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<i>Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc.</i>	9	OCAHO 1081	2002
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<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
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<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
<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</i>	14	OCAHO 1363c	2021

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<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

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

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Timing of Motion for Summary Decision

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

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18 OCAHO 1485 2023

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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

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United States v. La Parisienne Bakery, LLC

15 OCAHO 1390a 2021

Zaji Obatala Zajradhara v. CL Corporation

16 OCAHO 1429a 2022

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

14 OCAHO 1381o 2022

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17 OCAHO 1453 2022

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16 OCAHO 1429a 2022

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<i>Robert Paul Heath v. I-Services, Inc.</i>	15	OCAHO	1413c	2022
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<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
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When Properly Filed, Motions for Withdrawal of Counsel Are Usually Granted

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Charge Requirement Is Intended to Put Respondent on Notice and Provide Opportunity for Conciliation

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<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994
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<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994
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Employee's Documents Are To Be Independently Verified By the Employer, Not By the Employee

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<i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i>	11	OCAHO	1267	2016

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(S)/VIOLATION(S)**

Employer Must Reverify An Employee's Expired Employment Authorization on Section 3 of Form 1-9

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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

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<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
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<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016

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<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
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<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
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<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016
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United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 2015

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Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

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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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<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

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

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**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

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Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

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<i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i>	12	OCAHO	1281	2016
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<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
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<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
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<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

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14 OCAHO 1357 2020

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(S)/VIOLATION(S)**

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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

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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

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United States v. Golden Employment Group, Inc.

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Failure to Present Timely Prepared I-9 Forms is a Serious Violation

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**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

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

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**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation

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<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

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(S)/VIOLATION(S)**

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

United States v. Eriksmoen Cottages, Ltd.

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11 OCAHO 1255 2015

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

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United States v. Hair U Wear, LLC

11 OCAHO 1268 2016

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Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation

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<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

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**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Form I-9 Section 2 Is the Heart of the Employment Eligibility Verification Process

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<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
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Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

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

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<i>United States v. David Day d/b/a David Day Masonry</i>	3	OCAHO 575	1993
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<i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i>	3	OCAHO 509	1993
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(S)/VIOLATION(S)**

Good Faith Compliance

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<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
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<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995
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<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009
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United States v. March Construction, Inc. 10 OCAHO 1158 2012

United States v. New China Buffet Restaurant 10 OCAHO 1133 2010

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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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<i>United States v. David Jenkins</i>	5	OCAHO 743	1995
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17 OCAHO 1470 2022

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13 OCAHO 1314 2018

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16 OCAHO 1436b 2023

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12 OCAHO 1290 2016

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11 OCAHO 1241 2015

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13 OCAHO 1348 2020

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14 OCAHO 1357 2020

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11 OCAHO 1242 2015

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10 OCAHO 1201 2013

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