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CERTIFIED TRUE COPY
 Susan Dix
 Authorized Representative
 Bureau of Labor & Industries

BEFORE THE COMMISSIONER
 OF THE BUREAU OF LABOR AND INDUSTRIES
 OF THE STATE OF OREGON

In the Matter of

MOHAMMAD NAWAZ KHAN,
 dba Khan Farm Labor Contractor,

Respondent.

) Case Number 25-95
) FINDINGS OF FACT
) ULTIMATE FINDINGS OF FACT
) CONCLUSIONS OF LAW
) OPINION
) ORDER
)

 SYNOPSIS

Where Respondent operated as a farm labor contractor in Oregon and California, the Commissioner found that Respondent failed to pay Oregon workers all money entrusted to him for that purpose, failed to provide those workers with notices of rights and remedies, with written agreements regarding terms and conditions of employment, and with itemized deductions statements, and failed to provide annual reports to the Agency of farmers with whom Respondent contracted. The Commissioner imposed fines for the multiple violations. ORS 658.405; 658.407; 658.410; 658.440 (1)(c),(e),(f),(g) and (h); 658.453; OAR 839-15-125; 839-15-310; 839-15-350; 839-15-370; 839-15-508(1)(a),(b),(e), (g),(h),(j) and (s); 839-50-300.

 The above-entitled contested case came on regularly for hearing before Warner W. Gregg, designated as Hearings Referee by Jack Roberts, Commissioner of the Bureau of Labor and Industries of the State of Oregon. The hearing was held on July 11 and 12, 1995, in a conference room of the Oregon Employment Department, 119 N. Oakdale, Medford. The Bureau of Labor and Industries (the Agency) was represented by Linda Lohr, an employee of the Agency. Mohammad Nawaz Khan, dba Khan Farm Labor Contractor (Respondent), was present and was represented by David C. White, Attorney at Law, Portland. Riaz Kahn, Sacramento, was appointed by the Forum and under proper affirmation, acted as interpreter for the Punjabi speaking witnesses. Maria Carillo, Klamath Falls, was

* Punjabi is one of several languages or dialects spoken in Pakistan and India and was the native tongue of Respondent's family and some of Respondent's workers.

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ORDER

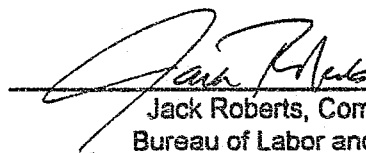
NOW, THEREFORE, as authorized by ORS 658.453, Respondent MOHAMMAD NAWAZ KHAN, dba Khan Farm Labor Contractor, is hereby ordered to deliver to the:

Bureau of Labor and Industries
Fiscal Services Office Suite 1010
800 N.E. Oregon Street # 32
Portland, Oregon 97232-2109

a certified check payable to the Bureau of Labor and Industries in the amount of FIFTY-THREE THOUSAND DOLLARS (\$53,000), plus any interest thereon which accrues at the annual rate of nine percent, between a date ten days after the issuance of this Final Order and the date said Respondent complies herewith. This assessment is made as civil penalty against said Respondent as follows:

for 19 violations of ORS 658.440(1)(c), \$19,000 (\$1,000 per violation);
for 22 violations of ORS 658.440(1)(f), \$11,000 (\$500 per violation);
for 22 violations of ORS 658.440(1)(g), \$11,000 (\$500 per violation);
for two violations of ORS 658.440(1)(e), \$1,000 (\$500 per violation);
for 22 violations of ORS 658.440(1)(h), \$11,000 (\$500 per violation,
(total \$53,000).

DATED This 10th Day of December, 1996.



Jack Roberts, Commissioner
Bureau of Labor and Industries

STATE OF OREGON: COUNTY OF KLAMATH: ss.

Filed for record at request of Bureau of Labor & Industries the 2nd day
of March A.D., 19 98 at 2:57 o'clock P. M., and duly recorded in Vol. M98
of County Lien Docket on Page 6778.

FEE \$10.00

By Bernetha G. Letsch, County Clerk
Kardun Rose