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County of Placer on 08/22/2024
Jake Chatters, Clerk of the Court
By B. Baldock Deputy Clerk

1 Edwin Aiwazian (SBN 232943)
edwin@calljustice.com
2 Arby Aiwazian (SBN 269827)
arby@calljustice.com
3 Joanna Ghosh (SBN 272479)
joanna@calljustice.com
4 Selena Matavosian (SBN 348044)
selena@calljustice.com
5 **LAWYERS for JUSTICE, PC**
6 410 West Arden Avenue, Suite 203
7 Glendale, California 91203
Telephone: (818) 265-1020 / Fax: (818) 265-1021

8 S. Emi Minne (SBN 253179)
emi@parkerminne.com
9 Jill J. Parker (SBN 274230)
jill@parkerminne.com
10 **PARKER & MINNE, LLP**
11 700 South Flower Street, Suite 1000
12 Los Angeles, California 90017
Telephone: (310) 882-6833 / Fax: (310) 889-0822

13 Attorneys for Plaintiff
14 KARENA RODRIGUES

15 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
16 **FOR THE COUNTY OF PLACER**

17 KARENA RODRIGUES, individually, and on
18 behalf of other members of the general public
19 similarly situated,

20 Plaintiff,

21 vs.

22 SUMMERSET SENIOR LIVING, an unknown
23 business entity; LINCOLN SUMMERSET
24 ALMC LLC, a California limited liability
company; and DOES 1 through 100, inclusive,

25 Defendants.
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Case No.: S-CV-0048722 (Lead Case)
(Consolidated with Case No. S-CV-0048723)

*Assigned for all purposes to the Honorable
Michael W. Jones, Dept. 3*

**[PROPOSED] FINAL APPROVAL ORDER
AND JUDGMENT**

Date: August 8, 2024
Time: 8:30 a.m.
Dept.: 3

Complaint Filed: July 7, 2022
Trial Date: Not Set

Electronically Submitted on 07/17/2024 12:11 PM

1 Plaintiff Karena Rodrigues’s unopposed Motion for Final Approval of Class Action and
2 PAGA Settlement (“Motion”) in the above-captioned matter came for hearing on August 8, 2024,
3 before the Honorable Michael W. Jones in Department 3 of the above-entitled Court located at
4 101 Maple Street, Auburn, California 95603.

5 On February 23, 2024, the Court entered an Order Granting Preliminary Approval of Class
6 Action and PAGA Settlement (“Preliminary Approval Order”), thereby preliminarily approving
7 the settlement of the above-entitled action in accordance with the Joint Stipulation of Class Action
8 and PAGA Settlement (hereinafter, “Agreement” or “Settlement”) which, together with the
9 exhibits thereto, set forth the terms and conditions for settlement of this Action.

10 Due and adequate notice having been given to all Class Members as required in the
11 Preliminary Approval Order, and the Court having considered the Agreement, Plaintiff’s Motion
12 and all documents submitted in support thereof, all papers filed and proceedings had herein, and
13 otherwise being fully informed and good cause appearing therefore, **IT IS HEREBY
ORDERED, ADJUDGED AND DECREED AS FOLLOWS:**

14 1. Pursuant to California law, this Court hereby grants final approval of the
15 Agreement. The Agreement is hereby deemed incorporated into this Final Order and Judgment.
16 All terms used herein shall have the same meaning as defined in the Agreement.

17 2. This Court has jurisdiction over the subject matter of this Action and over all
18 Parties to this Action, including all Class Members.

19 3. The Court finds that the requirements of California Code of Civil Procedure
20 section 382 and Rule 3.769 of the California Rules of Court have been satisfied with respect to
21 the Class and the Settlement. The Court hereby makes its earlier provisional certification of the
22 Class for settlement purposes, as set forth in the Preliminary Approval Order, final. The Class is
23 hereby defined to include:

24 All current and former hourly-paid, non-exempt employees of Defendant Lincoln
25 Summerset ALMC LLC who were employed by Defendant Lincoln Summerset
26 ALMC LLC in the State of California at any time during the period commencing
27 on July 7, 2018, and ending on October 28, 2023.

28 4. The Court hereby confirms S. Emi Minne and Jill J. Parker of Parker & Minne,

1 LLP and Edwin Aiwazian, Arby Aiwazian, Joanna Ghosh, and Selena Matavosian of Lawyers
2 for Justice, PC as Class Counsel in the Action.

3 5. The Court concludes that distribution of the Notice directed to the Class Members
4 as set forth in the Agreement and the other matters set forth therein has been completed in
5 conformity with the Preliminary Approval Order and constituted the best notice practicable under
6 the circumstances. The Court concludes that the Administrator, Apex Class Action LLC, took all
7 reasonable and necessary steps to locate and notify each Class Member of the Agreement, as
8 required in the Preliminary Approval Order. The notice given to the Class fully and accurately
9 informed the Class of all material elements of the Settlement and their opportunity to object or
10 comment thereon; was the best notice practicable under the circumstances; was valid, due and
11 sufficient notice to all Class Members; and complied fully with the laws of the State of California,
12 Federal Rules of Civil Procedure, the United States Constitution, due process, and other
13 applicable law. The notice fairly and adequately described the Settlement and provided Class
14 Members adequate instructions and a variety of means to obtain additional information.

15 6. The Court hereby finds the Agreement was entered into in good faith pursuant to
16 and within the meaning of California Code of Civil Procedure section 877.6. For the reasons set
17 forth in the Preliminary Approval Order, and in the proceedings at the Final Approval hearing,
18 which are adopted and incorporated herein by reference, the Court further finds that Plaintiff has
19 satisfied the standards and applicable requirements for final approval of this class action
20 settlement under California law, including the provisions of California Code of Civil Procedure
21 section 382 and Federal Rule of Civil Procedure 23, approved for use by the California state
22 courts in *Vasquez v. Superior Court*, 4 Cal.3d 800, 821 (1971).

23 7. The Court finds that the Settlement is, in all respects, fair, adequate and
24 reasonable, and in the best interests of the Class as a whole. More specifically, the Court finds
25 that the Settlement was reached following meaningful informal discovery and investigation by
26 Class Counsel; that the Settlement is the product of intensive, serious and non-collusive arms-
27 length negotiations between the parties; and that the terms of the Settlement are in all respects
28 fair, adequate, and reasonable. In so finding, the Court has considered all of the evidence

1 presented, including evidence regarding the strength of Plaintiff's claims, Defendant's potential
2 exposure; the risk, expense, complexity, and delay associated with further litigation; the risk of
3 maintaining Plaintiff's claims through class certification, trial, and appeals; the amount offered
4 in the Settlement and the benefit provided to Class Members; the extent of investigation and
5 informal discovery completed; the experience and views of Class Counsel; and the absence of
6 objections to the Settlement, as well as other relevant factors. Accordingly, the Court hereby
7 directs that the Settlement be affected in accordance with the Agreement and the terms and
8 conditions set forth in this Judgment.

9 8. A full opportunity has been afforded to Class Members to participate in this
10 hearing, and all persons wishing to be heard have been heard. Accordingly, the Court determines
11 that all Class Members who did not timely and properly request exclusion from the Settlement
12 ("Participating Class Members") are bound by the Settlement and by this Judgment.

13 9. The Court hereby finds that there have been zero (0) objections to the Agreement.
14 The deadline for Class Members to submit written objections to the Agreement was June 7, 2024.
15 The Court also finds that there were zero (0) objections at the hearing on Final Approval.

16 10. The Court hereby finds that zero (0) Class Members have requested to be excluded
17 from the settlement. Accordingly, 490 Participating Class Members are bound by this Judgment.

18 11. Upon entry of this Judgment and remittance of the Gross Settlement Amount and
19 all applicable employer-side payroll taxes by Defendant to the Administrator, Participating Class
20 Members shall fully release and discharge Released Parties from all claims, rights, demands,
21 liabilities and causes of action that are alleged, or reasonably could have been alleged based on
22 the factual allegations and claims asserted in the Class Action arising during the Class Period,
23 including the following claims: (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid
24 Overtime); (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period
25 Premiums); (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (4)
26 Violation of California Labor Code §§ 1194, 1197, and 11971. (Unpaid Minimum Wages); (5)
27 Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid); (6) Violation
28 of California Labor Code § 204 (Wages Not Timely Paid During Employment); (7) Violation of

1 California Labor Code § 226(a) (Non-Compliant Wage Statements); (8) Violation of California
2 Labor Code § 1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation of California
3 Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); and (10) Violation of
4 California Business & Professions Code §§ 17200, et seq. based on violations of Labor Code
5 sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 2800, and
6 2802.

7 12. Upon entry of this Judgment and remittance of the Gross Settlement Amount by
8 Defendant to the Administrator, all PAGA Members, the LWDA, and the State of California shall
9 fully release and discharge the Released Parties from any and all claims for the recovery for civil
10 penalties, attorneys' fees and costs permissible under PAGA which Plaintiff, the LWDA, the State
11 of California, and/or the PAGA Members had, or may claim to have, against Released Parties,
12 arising out of the violations alleged in the PAGA Action and/or the PAGA Notice during the
13 PAGA Period, including failure to pay overtime compensation, failure to pay minimum wages,
14 failure to provide compliant meal and rest breaks, failure to pay meal and rest period premiums,
15 failure to pay all wages owed at discharge or resignation; failure to timely pay wages during
16 employment; failure to provide complete and accurate wage statements; failure to keep complete
17 and accurate payroll records; failure to reimburse necessary business-related expenses; and
18 violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.3, 226.7, 510, 512(a), 558
19 1174(d), 1194, 1197, 1197.1, 1198, 2698, *et seq.*, 2800, and 2802 and the Industrial Welfare
20 Commission Orders.

21 13. Upon entry of this Judgment and remittance of the Gross Settlement Amount by
22 Defendant to the Administrator, in consideration for her Class Representative Enhancement
23 Payment, Plaintiff Karena Rodrigues, for herself only, also fully releases the Released Parties
24 from any and all Released Claims and also generally releases and discharges the Released Parties
25 from any and all claims, demands, obligations, causes of action, rights, or liabilities of any kind
26 which have been or could have been asserted against the Released Parties arising out of or relating
27 to her employment by Defendant, including but not limited to claims for wages, restitution, or
28 penalties. This release specifically includes any and all claims, demands, obligations and/or

1 causes of action for damages, restitution, penalties, interest, and attorneys' fees and costs (except
2 as provided by the Agreement) relating to or in any way connected with the matters referred to
3 herein, whether or not known or suspected to exist, and whether or not specifically or particularly
4 described herein. Plaintiff Karena Rodrigues has expressly waived all rights and benefits afforded
5 by California Civil Code Section 1542, which provides:

6 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
7 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO
8 EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE
9 RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE
10 MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE
11 DEBTOR OR RELEASED PARTY.

12 This release specifically excludes any claims Plaintiff Karena Rodrigues has or may have that
13 are not waivable by law, including claims for unemployment insurance, disability, social security,
14 and workers compensation (with the exception of claims arising pursuant to California Labor
15 Code Sections 132(a) and 4553), and the right to receive benefits under any retirement plan.

16 14. The Court finds the settlement payments provided for under the Agreement to be
17 fair and reasonable in light of all of the circumstances. Pursuant to the terms of the Agreement,
18 the Court orders Defendant to fund the Gross Settlement Amount of \$500,000.00 within fourteen
19 (14) calendar days after of the date of entry of this Judgment to provide payments for Individual
20 Class Member Payments, Individual PAGA Payments, the Class Representative Enhancement
21 Payment, Class Counsel's Fees and Costs, Settlement Administration Costs, and PAGA Penalties
22 to the LWDA. The Court further orders Defendant to separately pay any and all employer payroll
23 taxes owed on the wage portion of the Individual Class Payments. Defendant shall fund and the
24 Settlement Administrator shall distribute these amounts in accordance with the terms of the
25 Agreement.

26 15. Pursuant to the terms of the Agreement, and the authorities, evidence and argument
27 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the
28 amount of \$175,000.00, and awards reimbursement of costs and expenses incurred by Class

1 Counsel in the amount of \$17,636.96 from the Gross Settlement Amount. The award of
2 attorneys' fees and costs is the final payment for and complete satisfaction of any and all
3 attorneys' fees and costs incurred by and/or owed to Class Counsel and any other person or entity
4 related to the Action. The Court further orders that the award of attorneys' fees and costs set
5 forth in this Paragraph shall be administered pursuant to the terms of the Agreement. Any
6 allocation of attorneys' fees and costs between and among Class Counsel shall be made by the
7 Administrator pursuant to the separate and independent agreement between Class Counsel.

8 16. The Court hereby approves and orders a Class Representative Enhancement
9 Payment of \$7,500.00 to Plaintiff Karena Rodrigues from the Gross Settlement Amount in
10 accordance with the terms of the Agreement.

11 17. The Court find that the settlement of the Released PAGA Claims for \$35,000.00,
12 which is designated and allocated as penalties under the California Labor Code Private Attorneys
13 General Act of 2004, is fair, reasonable, and appropriate, and is hereby approved. The Court
14 further approves allocation and payment of the PAGA Penalties as follows: \$26,250.00 (75% of
15 \$35,000.00) to the California Labor Workforce Development Agency, and \$8,750.00 (25% of
16 \$35,000.00) to PAGA Members on a *pro rata* basis as set forth in the Agreement. 100% of the
17 amounts distributed to PAGA Members as penalties under PAGA shall be reported on an IRS
18 Form-1099.

19 18. The Court also hereby approves and orders payment from the Gross Settlement
20 Amount for actual settlement administration expenses incurred by the Administrator, Apex Class
21 Action LLC, in the amount of \$10,500.00.

22 19. The Court hereby approves and orders payment of Individual Class Payments from
23 the Net Settlement Amount to the Participating Class Members on a *pro rata* basis as set forth
24 in the Agreement.

25 20. The Court also hereby approves and orders that any checks distributed from the
26 Gross Settlement Amount yet remaining un-cashed after one hundred and eighty (180) calendar
27 days after being issued shall be void. All uncashed settlement checks shall be transferred to the
28 Controller of the State of California to be held pursuant to the Unclaimed Property Law,

1 California Civil Code § 1500, *et seq.* for the benefit of the Class Member or Aggrieved Employee
2 who did not cash their checks until such time that they claim their property, or the property is
3 otherwise disposed of pursuant to the Unclaimed Property Law.

4 21. Provided the Settlement becomes effective under the terms of the Agreement, the
5 Court also hereby orders that the Administrator distribute the Individual Class Member
6 Payments, Individual PAGA Payments, the Class Representative Enhancement Payment, Class
7 Counsel's Fees and Costs payment, Settlement Administration Costs payment, and PAGA
8 Penalties to the LWDA within fourteen (14) calendar days of receipt of the Gross Settlement
9 Amount.

10 22. Without affecting the finality of this Judgment, the Court shall retain continuing
11 jurisdiction over this Action and the Parties, including all Class Members, and over all matters
12 pertaining to the implementation and enforcement of the terms of the Agreement pursuant to
13 California Rule of Court 3.769(h) and California Code of Civil Procedure section 664.6. Except
14 as provided to the contrary herein, any disputes or controversies arising with or with respect to
15 the interpretation, enforcement, or implementation of the Agreement shall be presented to the
16 Court for resolution.


17 23. A post-approval final accounting hearing shall be held on
18 04/14/2021 at 10:00 a.m./p.m. in Dept. 3 of the above-
19 entitled court, located at 101 Maple Street, Auburn, California 95603. Class Counsel shall submit
20 a final compliance status report by no later than 04/14/2021 at 4:00 p.m.

21 24. Notice of this Order and Judgment shall be posted by the Administrator, Apex
22 Class Action LLC, on its website for a period of at least sixty (60) days.

23 25. Plaintiff shall file and serve formal Notice of Entry of Judgment with the California
24 Labor and Workforce Development Agency (LWDA).

IT IS SO ORDERED. LET JUDGMENT BE ENTERED ACCORDINGLY.

25 Dated: _____
26


27 /s/ ~~Honorable Michael W. Jones~~
28 Judge of the Superior Court