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12 Attorneys for PLAINTIFF

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14 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
15 **IN AND FOR THE COUNTY OF LOS ANGELES**

17 EDYTHE GUZMAN, individually, and on behalf  
of other members of the general public similarly  
18 situated on behalf of other aggrieved employees  
pursuant to the California Private Attorneys  
19 General Act,

20 Plaintiffs,

21 v.

22 AMERICAN ALL CARE SERVICES  
HOSPICE, INC., a California Corporation; and  
23 DOES 1-50, Inclusive,

24 Defendants.

Case No. 24STCV00055

**~~PROPOSED~~ ORDER GRANTING  
PLAINTIFF'S MOTION FOR  
PRELIMINARY APPROVAL OF CLASS  
ACTION AND PAGA SETTLEMENT**

Date: August 1, 2025  
Time: 10:30 a.m.

Judge of the Superior Court  
Dept.: 1

**FILED**  
Superior Court of California  
County of Los Angeles

09/05/2025

David W. Slayton, Executive Officer / Clerk of Court

By: \_\_\_\_\_ A. He \_\_\_\_\_ Deputy

1 Arby Aiwazian (SBN 269827)  
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1 This matter having come before Department 1 of the Superior Court of the State of California,  
2 in and for the County of Los Angeles, at 10:30 a.m. on August 1, 2025, with the JCL Law Firm, APC;  
3 Zakay Law Group, APLC; and Lawyers *for* Justice, PC as counsel for plaintiff EDYTHE GUZMAN  
4 (“Plaintiff”), and Landegger Verano, ALC appearing for Defendant American All Care Services  
5 Hospice, Inc. (hereinafter “Defendant”). The Court, having carefully considered the briefs, argument  
6 of counsel and all the matters presented to the Court, and good cause appearing, hereby GRANTS  
7 Plaintiff’s Motion for Preliminary Approval of Class Action and PAGA Settlement.

8 **IT IS HEREBY ORDERED:**

9 1. The Court preliminarily approves the Class Action and PAGA Settlement Agreement  
10 and Class Notice (“Agreement”), a true and correct copy of which is attached to the Declaration of  
11 Shani O. Zakay, Esq., as **Exhibit “1”**. This is based on the Court’s determination that the Agreement  
12 is within the range of possible final approval, pursuant to the provisions of Section 382 of the California  
13 Code of Civil Procedure and California Rules of Court, rule 3.769.

14 2. This Order incorporates by reference the definitions in the Agreement, and all terms  
15 defined therein shall have the same meaning in this Order as set forth in the Agreement.

16 3. Subject to the terms of the Agreement, the Gross Settlement Amount that Defendant  
17 shall pay is Two Hundred Eighty Thousand Dollars and Zero Cents (\$280,000.00). It appears to the  
18 Court on a preliminary basis that the settlement amount and terms are fair, adequate, and reasonable as  
19 to all Class Members when balanced against the probable outcome of further litigation relating to  
20 certification, liability, and damages issues. It further appears that investigation and research have been  
21 conducted such that counsel for the Parties are able to reasonably evaluate their respective positions. It  
22 further appears to the Court that settlement at this time will avoid substantial additional costs by all  
23 Parties, as well as avoid the delay and risks that would be presented by the further prosecution of the  
24 litigation. It further appears that the Settlement has been reached as the result of intensive, serious, and  
25 non-collusive arms-length negotiations.

26 4. Upon final approval of the settlement, the entire Net Settlement Amount will be paid  
27 to Participating Class Members who do not opt out of the Settlement. The “Net Settlement Amount”  
28 means the Gross Settlement Amount (\$280,000.00) less the PAGA Payment (\$20,000.00), Class

1 Representative Payment (\$7,500.00), Attorneys' Fees (\$98,000.00) and Litigation Costs (\$30,000.00),  
2 and the Administration Expenses Payment (\$7,590.00). The Net Settlement Amount is approximately  
3 \$116,910.00.

4 5. The Court preliminarily finds that the Settlement appears to be within the range of  
5 reasonableness of a settlement that could ultimately be given final approval by this Court. The Court  
6 has reviewed the monetary recovery that is being granted as part of the Settlement and preliminarily  
7 finds that the monetary settlement awards made available to the Class Members are fair, adequate, and  
8 reasonable when balanced against the probable outcome of further litigation relating to certification,  
9 liability, and damages issues.

10 6. Plaintiff seeks Attorneys' Fees and Litigation Costs in the amount of up to One  
11 Hundred Twenty-Eight Thousand Dollars and Zero Cents (\$128,000.00), comprised of attorneys' fees  
12 equal to thirty-five percent (35%) of the Gross Settlement Amount estimated to be Ninety-Eight  
13 Thousand Dollars And Zero Cents (\$98,000.00) and *up to* Thirty Thousand Dollars and Zero Cents  
14 (\$30,000.00) for actually incurred litigation expenses which shall be supported by evidence at the time  
15 of final approval, and proposed Class Representative Payment to the Class Representative, Edythe  
16 Guzman, in an amount not to exceed Seven Thousand Five Hundred Dollars and Zero Cents  
17 (\$7,500.00). While these awards appear to be within the range of reasonableness, the Court will not  
18 approve the Attorneys' Fees and Litigation Costs, or Class Representative Payment until the Final  
19 Approval Hearing. Class Counsel will provide specific evidence justifying their requested Attorneys'  
20 Fees and Litigation Costs at the time of final approval.

21 7. The Court recognizes that Plaintiff and Defendant stipulate and agree to certification  
22 of a class for settlement purposes only. This stipulation will not be deemed admissible in this, or any  
23 other proceeding should this Settlement not become final. For settlement purposes only, the Court  
24 conditionally certifies the following Class:

25 "All non-exempt hourly employees who are or previously were employed by Defendant  
26 American All Care Services Hospice, Inc. and performed work in California during the period of  
27 January 2, 2020, through March 17, 2025."

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1           8.       The Court concludes that, for settlement purposes only, the Class meets the  
2 requirements for certification under section 382 of the California Code of Civil Procedure in that: (a)  
3 the Class is ascertainable and so numerous that joinder of all members of the Class Members is  
4 impracticable; (b) common questions of law and fact predominate, and there is a well-defined  
5 community of interest amongst the Class Members with respect to the subject matter of the litigation;  
6 (c) the claims of the Class Representative are typical of the claims of the Class Members; (d) the Class  
7 Representative will fairly and adequately protect the interests of the Class Members; (e) a class action  
8 is superior to other available methods for the efficient adjudication of this controversy; and (f) Class  
9 Counsel are qualified to act as counsel for the Class Representative in his individual capacity and as  
10 the representative of the Class Members.

11           9.       The Court provisionally appoints Plaintiff Edythe Guzman as the representative of the  
12 Class.

13           10.       The Court provisionally appoints Jean-Claude Lapuyade, Esq., of the JCL Law Firm,  
14 A.P.C.; Shani Zakay, of the Zakay Law Group, APLC; and Arby Aiwazian, Joanna Ghosh, Brian J. St.  
15 John, and Maria Halwadjian of Lawyers *for* Justice, PC as Class Counsel for the Class Members.

16           11.       The Court hereby approves, as to form and content, the Proposed Class Notice attached  
17 to the Agreement as Exhibit “A”. The Court finds that the notice appears to fully and accurately inform  
18 the Class Members of all material elements of the proposed Settlement, including the right of any Class  
19 Member to be excluded from the Class by submitting a written request for exclusion, and of each Class  
20 Member’s right and opportunity to object to the Settlement. The Court further finds that the distribution  
21 of the notices substantially in the manner and form set forth in the Agreement and this Order meets the  
22 requirements of due process, is the most reasonable notice under the circumstances, and shall constitute  
23 due and sufficient notice to all persons entitled thereto. The Court orders the mailing of the notices by  
24 first class mail, pursuant to the terms set forth in the Agreement.

25           12.       The Court hereby appoints Apex Class Action, LLC as Administrator. Within five (5)  
26 business days of the later of preliminary approval or court approval of Settlement notice to the class,  
27 Defendant shall provide to the Administrator the Class Data, including information regarding Class  
28 Members that Defendant will in good faith compile from its records, including the Class Member’s full

1 name, last-known mailing address, Social Security number, telephone number, and number of Class  
2 Period Workweeks and PAGA Pay Periods. Within fourteen (14) calendar days after receiving the  
3 Class Data from Defendant, the Administrator shall mail the Class Notice to all identified, potential  
4 Class Members via first class U.S. Mail using the most current mailing address information available.

5 13. The Court hereby preliminarily approves the proposed procedure for exclusion from  
6 the Settlement. Any Class Member may individually choose to opt out of and be excluded from the  
7 Settlement as provided in the Class Notice by following the instructions for requesting exclusion from  
8 the Settlement of the Released Class Claims that are set forth in the Class Notice. All Requests for  
9 Exclusion must be postmarked or received by the Response Deadline which is forty-five (45) calendar  
10 days after the date the Class Notice is mailed to the Class Members or, in the case of a re-mailed Class  
11 Notice, not more than fourteen (14) calendar days from the Response Deadline. Any such person who  
12 chooses to opt out of and be excluded from the Settlement will not be entitled to an Individual Class  
13 Payment under the Settlement and will not be bound by the Settlement, or have any right to object,  
14 appeal or comment thereon. Class Members who have not requested exclusion shall be bound by all  
15 determinations of the Court, the Agreement and Judgment. A Request for Exclusion may only opt out  
16 that particular individual, and any attempt to affect an opt-out of a group, class, or subclass of  
17 individuals is not permitted and will be deemed invalid.

18 14. Any Class Member who has not opted out may appear at the final approval hearing and  
19 may object or express the Class Members' views regarding the Settlement and may present evidence  
20 and file briefs or other papers that may be proper and relevant to the issues to be heard and determined  
21 by the Court as provided in the Class Notice. Class Members will have forty-five (45) calendar days  
22 from the date the Administrator mails the Class Notice to postmark their written objections to the  
23 Administrator. Any Class Member whose Class Notice is re-mailed shall have an additional fourteen  
24 (14) calendar days beyond the forty-five (45) calendar days otherwise provided in the Class Notice to  
25 postmark their written objections to the Administrator.

26 15. A hearing on Plaintiff's Motion for Final Approval and Motion for Attorneys' Fees and  
27 Litigation Costs shall be held before this Court on February 17, 2026, at  
28 10:30 a.m. in Department 1 of the Los Angeles County Superior Court to determine all necessary

1 matters concerning the Settlement, including: whether the proposed settlement of the Action on the  
2 terms and conditions provided for in the Agreement is fair, adequate and reasonable and should be  
3 finally approved by the Court; whether an Order Granting Final Approval should be entered herein;  
4 whether the plan of allocation contained in the Agreement should be approved as fair, adequate and  
5 reasonable to the Class; and to finally approve the Attorneys' Fees and Litigation Costs, Class  
6 Representative Payment, and the Administration Expenses Payment. All papers in support of the  
7 motion for final approval and the motion for Attorneys' Fees and Litigation Costs and Class  
8 Representative Payment shall be filed with the Court and served on all counsel no later than sixteen  
9 (16) court days before the hearing.

10           16.     Neither the Settlement nor any exhibit, document, or instrument delivered thereunder  
11 shall be construed as a concession or admission by Defendant in any way, and shall not be used as  
12 evidence of, or used against Defendant as an admission or indication in any way, including with respect  
13 to any claim of any liability, wrongdoing, fault, or omission by Defendant or with respect to the truth  
14 of any allegation asserted by any person. Whether or not the Settlement is finally approved, neither the  
15 Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor  
16 any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as  
17 received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not  
18 limited to, evidence of a presumption, concession, indication or admission by Defendant of any  
19 liability, fault, wrongdoing, omission, concession or damage.

20           17.     In the event the Settlement does not become effective in accordance with the terms of  
21 the Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails to become  
22 effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties  
23 shall revert to their respective positions as of before entering into the Agreement. In such an event, the  
24 Court's orders regarding the Settlement, including this Preliminary Approval Order, shall not be used  
25 or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of  
26 the Agreement with respect to the effect of the Agreement if it is not approved.

27           18.     Pending final determination of whether the Settlement should be approved, Plaintiff  
28 and all Class Members are barred and enjoined from filing, commencing, prosecuting, intervening in,

1 instigating or in any way participating in the commencement or prosecution of any lawsuit, action or  
2 administrative, regulatory, arbitration or other proceeding, in any forum, asserting any claims that are,  
3 or relate in any way to, the Released Class Claims, unless and until they submit a timely request for  
4 exclusion pursuant to the Agreement.

5 19. The Court reserves the right to adjourn or continue the date of the final approval hearing  
6 and all dates provided for in the Agreement without further notice to Class Members and retains  
7 jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

8  
9 Dated: 09/05/2025



A handwritten signature in black ink, appearing to read "T. Traber".

Theresa M. Traber / Judge  
JUDGE OF THE SUPERIOR COURT

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<b>SUPERIOR COURT OF CALIFORNIA COUNTY OF LOS ANGELES</b>	FOR COURT USE ONLY  <b>FILED</b> Superior Court of California County of Los Angeles <b>09/05/2025</b> David W. Slayton, Executive Officer / Clerk of Court By: _____ A. He _____ Deputy
COURTHOUSE ADDRESS: Spring Street Courthouse 312 North Spring Street, Los Angeles, CA, 90012	
PLAINTIFF(S)/PETITIONER(S): Edythe Guzman	
DEFENDANT(S)/RESPONDENT(S): American All Care Services Hospice, Inc.	
<b>CLERK'S CERTIFICATE OF SERVICE BY ELECTRONIC SERVICE</b>	CASE NUMBER:  24STCV00055

I, David W. Slayton, Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein and that on this date I served the

**Minute Order of 09/05/2025  
Order Granting Plaintiff's Motion for Preliminary Approval of Class Action and PAGA  
Settlement of 09/05/2025**

upon each party or counsel of record in the above entitled action by electronically serving to the party or parties at the electronic address as listed below:

"James M. Bacon" <james@landeggeresq.com>,  
 "Jaclyn M. Joyce" <jaclyn@zakaylaw.com>,  
 "Alfred J. Landegger" <Alfred@landeggeresq.com>,  
 "Jean-Claude Lapuyade" <jlapuyade@jcl-lawfirm.com>,  
 "Rachel Newman" <rachel@zakaylaw.com>

The electronic transmission originated from the Superior Court of California, County of Los Angeles email address [eService-DoNotReply@lacourt.org](mailto:eService-DoNotReply@lacourt.org) at the Spring Street Courthouse, 312 North Spring Street, Los Angeles, CA, 90012.

Dated: 09/5/2025

David W. Slayton, Executive Officer / Clerk of Court

By: A. He  
Deputy Clerk