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FILED
Superior Court of California
County of Los Angeles

03/24/2026

David W. Slayton, Executive Officer / Clerk of Court

By: E. Martinez Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

STEVE CORDOVA and HUYEN
PHUONG LE, on behalf of themselves and
all others similarly situated,

Plaintiffs,

vs.

NORMAN INDUSTRIAL MATERIALS,
INC., a California Corporation; and DOES
1-50, inclusive.

Defendants.

Case No.: 23STCV17785
Related to Case No.: 23STCV19388

*[Assigned for all purposes to the Hon. Timothy
Patrick Dillon, Dept. SSC-15]*

**~~AMENDED [PROPOSED]~~ ORDER
GRANTING PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
AND PAGA ACTION SETTLEMENT**

Date: March 13, 2026
Time: 4:00 p.m.
Dept.: SSC-15

Action Filed: July 27, 2023
Trial Date: None Set

1 Plaintiffs Steve Cordova and Huyen Phuong Le’s (“Plaintiffs”) Motion for Preliminary
2 Approval of Class and PAGA Action Settlement came regularly for hearing before this Court on
3 March 13, 2026 at 4:00 p.m. The Court, having considered the proposed Class Action and PAGA
4 Settlement Agreement and Amendment to Class Action and PAGA Settlement Agreement
5 (collectively, the “Settlement Agreement”), attached as Exhibit 1 to the Declaration of Matthew
6 K. Moen filed concurrently with Plaintiffs’ Supplemental Brief in Support of Motion for
7 Preliminary Approval; having considered Plaintiff’s Motion for Preliminary Approval of Class
8 and PAGA Action Settlement, the Memorandum of Points and Authorities in support thereof, and
9 supporting declarations filed therewith; having considered Plaintiffs’ Supplemental Brief in
10 Support of Motion for Preliminary Approval of Class Action and PAGA Settlement and
11 supporting declarations filed therewith; and good cause appearing, **HEREBY ORDERS THE**
12 **FOLLOWING:**

13 1. The Court GRANTS preliminary approval of the class action settlement as set
14 forth in the Settlement Agreement and finds its terms to be within the range of reasonableness of
15 a settlement that ultimately could be granted approval by the Court at a Final Approval Hearing.
16 For purposes of the Settlement, the Court finds that the proposed Settlement Class is ascertainable
17 and that there is a sufficiently well-defined community of interest among the members of the
18 Settlement Class in questions of law and fact. Therefore, for settlement purposes only, the Court
19 grants conditional certification of the following Settlement Class:

20 All current and former non-exempt employees who worked for
21 Defendant Norman Industrial Materials, Inc., dba Industrial Metal
22 Supply Company (“Defendant”), in California at any time between
23 July 27, 2019 and October 28, 2025.

24 2. For purposes of the Settlement, the Court designates named Plaintiffs Steve
25 Cordova and Huyen Phuong Le as Class Representatives and designates Paul K. Haines, Fletcher
26 W. Schmidt, Matthew K. Moen, and Susan J. Perez of Haines Law Group, APC, Mehrdad
27 Bokhour of Bokhour Law Group, P.C., and Joshua S. Falakassa of Falakassa Law, P.C., as Class
28 Counsel.

1 4. The Court designates Apex Class Action Administration as the third-party
2 Settlement Administrator for mailing notices.

3 5. The Court approves, as to form and content, the Court Approved Notice of Class
4 Action Settlement and Hearing Date for Final Court Approval (“Class Notice”) attached as
5 Exhibit A to the Settlement Agreement.

6 6. The Court finds that the form of notice to the Settlement Class regarding the
7 pendency of the action and of the Settlement, and the methods of giving notice to members of the
8 Settlement Class constitute the best notice practicable under the circumstances, and constitute
9 valid, due, and sufficient notice to all members of the Settlement Class. The form and method of
10 giving notice complies fully with the requirements of California Code of Civil Procedure § 382,
11 California Civil Code § 1781, California Rules of Court 3.766 and 3.769, the California and
12 United States Constitutions, and other applicable law.

13 7. The Court further approves the procedures for Settlement Class members to opt
14 out of or object to the Settlement, as set forth in the Class Notice.

15 8. The procedures and requirements for filing objections in connection with the Final
16 Approval Hearing are intended to ensure the efficient administration of justice and the orderly
17 presentation of any Class Member’s objection to the Settlement, in accordance with the due
18 process rights of all Settlement Class members.

19 9. The Court directs the Settlement Administrator to mail the Class Notice to the
20 members of the Settlement Class in accordance with the terms of the Settlement. The Court directs
21 the Settlement Administrator to carry out all duties as required by the Settlement.

22 10. The Class Notice shall provide at least 60 calendar days’ notice for members of
23 the Settlement Class to opt out of, or object to the Settlement. Any Request for Exclusion or
24 Objection shall be submitted directly to the Settlement Administrator and not filed with the Court.
25 Upon receipt of any Requests for Exclusion or Objections, the Settlement Administrator shall
26 forward copies of all Requests for Exclusion and Objections to counsel for all parties. The
27 Settlement Administrator shall file a declaration concurrently with the filing of the Motion for
28 Final Approval of Class and PAGA Action Settlement which authenticates a copy of every

1 Request for Exclusion and Objection received by the Settlement Administrator. The Settlement
 2 Administrator shall give notice to any objecting Settlement Class member of any continuance of
 3 the hearing on Plaintiff’s Motion for Final Approval of Class and PAGA Action Settlement.

4 11. The Final Approval Hearing on the question of whether the Settlement should be
 5 finally approved as fair, reasonable, and adequate is scheduled in Department 15 of this Court,
 6 located at 312 North Spring Street, Los Angeles, CA 90012 on August 11, 2026 at 10:00 a.m.

7 12. At the Final Approval Hearing, the Court will consider: (a) whether the Settlement
 8 should be finally approved as fair, reasonable, and adequate for the Settlement Class; (b) whether
 9 a judgment granting final approval of the Settlement should be entered; and (c) whether Plaintiffs’
 10 application for reasonable attorneys’ fees, reimbursement of litigation expenses, service payments
 11 to Plaintiffs, settlement administration costs, and payment to the Labor and Workforce
 12 Development Agency (“LWDA”) for penalties under the Private Attorneys General Act
 13 (“PAGA”) should be granted.

14 13. Counsel for the parties shall file memoranda, declarations, or other statements and
 15 materials in support of their request for final approval of the Settlement, attorneys’ fees, litigation
 16 expenses, Plaintiffs’ service payments, settlement administration costs, and payment to the
 17 LWDA for PAGA penalties prior to the Final Approval Hearing according to the time limits set
 18 by the Code of Civil Procedure and the California Rules of Court.

19 14. An implementation schedule is below (assuming the Court signs this Order on
 20 March ~~13~~²⁴, 2026):

Event	Date	
Defendant to provide Class Member information to the Settlement Administrator no later than [10 business days after preliminary approval]:	March 27, 2026	04/08/2026
Settlement Administrator to mail Class Notice to Class Members no later than [10 business days from receipt of Class Member information]:	April 13, 2026	04/22/2026
Deadline for Class Members to request exclusion from, submit dispute, or object to the Settlement [60 calendar days from mailing of Class Notice]:	June 12, 2026	06/22/2026
Remail Response Deadline	June 26, 2026	07/06/2026

Deadline for Plaintiff to file Motion for Final Approval of Class Action Settlement:	At least 16 court days prior to Final Approval Hearing
Final Approval Hearing:	August 11, 2026 at 10:00 a.m.

15. Pending the Final Approval Hearing, all proceedings in this action, other than proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this Order, are stayed.

16. Counsel for the parties are hereby authorized to utilize all reasonable procedures in connection with the administration of the Settlement which are not materially inconsistent with either this Order or the terms of the Settlement.

IT IS SO ORDERED.

Dated: 03/24/2026



Honorable Timothy Patrick Dillon
 Judge of the Superior Court
 Timothy Patrick Dillon / Judge