

FILED

SUPERIOR COURT of CALIFORNIA
COUNTY of SANTA BARBARA
05/27/2026

Angela Braun, Executive Officer
BY Chavez, Terri

Deputy Clerk

1 John G. Yslas (SBN 187324)
john.yslas@wilshirelawfirm.com
2 Jeffrey C. Bills (SBN 301629)
jeffrey.bills@wilshirelawfirm.com
3 Lisa B. Iturriaga (SBN 339678)
lisa.iturriaga@wilshirelawfirm.com
4 **WILSHIRE LAW FIRM, PLC**
660 S. Figueroa Street, Sky Lobby
5 Los Angeles, California 90017
Telephone: (213) 381-9988
6 Facsimile: (213) 381-9989

7 *Attorneys for Plaintiffs*

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9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
10 **FOR THE COUNTY OF SANTA BARBARA**

11 CEDRIC A. BEATY and JORGE L.
ZARAGOZA VALDOVINOS, individually, and
12 on behalf of all others similarly situated,

13 Plaintiffs,

14 v.

15 HOMER T. HAYWARD LUMBER CO., a
California corporation; UNITED STAFFING
16 ASSOCIATES, LLC, a California limited
liability company; and DOES 1 through 10,
17 inclusive,

18 Defendants.

Case No.: 22CV04267 (Class)
Case No.: 22CV04265 (PAGA)

Assigned for all purposes to:
Hon. Donna D. Geck
Dept. 4

**REVISED [~~PROPOSED~~] JUDGMENT
AND ORDER GRANTING PLAINTIFFS'
MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

1 This matter came on for hearing on May 8, 2026 at 10:00 a.m., in Department 4 of the
2 above-referenced Court on the Motion for Final Approval of Class Action and PAGA Settlement
3 pursuant to California Rules of Court, Rule 3.769. On August 26, 2025, this Court issued an
4 Order Granting Motion for Preliminary Approval of Class Action and PAGA Settlement.
5 Plaintiffs Cedric A. Beaty and Jorge L. Zaragoza Valdovinos (collectively, “Plaintiffs”) now
6 seek an order granting final approval of the Class Action and PAGA Settlement Agreement
7 (“Settlement”) (a copy of which is attached to the Declaration of John G. Yslas in Support of
8 Motion for Preliminary Approval of Class Action and PAGA Settlement as Exhibit 1).

9 Having received and considered the Settlement, the supporting papers filed by the
10 Parties, and the evidence and argument in conjunction with the Motion for Preliminary Approval
11 of Class Action and PAGA Settlement Order granted on August 26, 2025, and the instant Motion
12 for Final Approval of Class Action and PAGA Settlement, the Court grants final approval of
13 the Settlement and HEREBY ORDERS AND MAKES THE FOLLOWING
14 DETERMINATIONS:

15 1. Pursuant to the Order Granting Motion for Preliminary Approval of Class Action and
16 PAGA Settlement, the Class Notice was sent to each Class Member by First Class mail. These
17 papers informed Class Members of the terms of the Settlement, their right to receive an Individual
18 Settlement Payment, and their right to: (a) comment on or object to the Settlement; (b) request
19 exclusion from the Settlement and pursue their own remedies; (c) dispute the calculation of their
20 Individual Settlement Payment; and (d) appear at the final approval hearing. No Class Member has
21 objected to the proposed Settlement, and no Class Member has requested exclusion.

22 2. The Court finds and determines that this notice procedure afforded adequate protections
23 to Class Members and provides the basis for the Court to make an informed decision regarding
24 approval of the Settlement based on the responses of the Class. The Court finds and determines
25 that the notice provided in this case was the best notice practicable, which satisfied the
26 requirements of law and due process.

27 3. With respect to the Class and for purposes of approving this Settlement only, this Court
28 finds and concludes that: (a) the members of the Class are ascertainable and so numerous that

1 joinder of all members is impracticable; (b) there are questions of law or fact common the class
2 and a well-defined community of interest among members of the Class with respect to the subject
3 matter of the action; (c) the claims of the Class Representatives Cedric A. Beaty and Jorge L.
4 Zaragoza Valdovinos are typical of the claims of the Class Members; (d) the Class Representatives
5 have fairly and adequately protected the interests of the Class; (e) a class action is superior to other
6 available methods for an efficient adjudication of this controversy; and (f) counsel of record for
7 the Class Representatives are qualified to serve as Class Counsel.

8 4. The Court has certified a Class for settlement purposes only, defined as all non-exempt,
9 hourly employees who have, or continue to, work for Defendants in California from May 3, 2018
10 through July 17, 2023 (“Class Period”). The Court deems this definition sufficient for purposes of
11 California Rules of Court, Rule 3.765(a).

12 5. The Court hereby confirms John G. Yslas, Jeffrey C. Bils, and Lisa B. Iturriaga of
13 Wilshire Law Firm, PLC as Class Counsel.

14 6. The Court hereby confirms Plaintiffs Cedric A. Beaty and Jorge L. Zaragoza
15 Valdovinos as the Class Representatives.

16 7. The Court finds and determines that the terms of the Settlement are fair, reasonable,
17 and adequate, and directs the Parties to effectuate the Settlement according to its terms, having
18 found that the Settlement was reached as a result of informed and non-collusive arm’s length
19 negotiations facilitated by a neutral mediator. The Court finds that the Parties conducted adequate
20 investigation, research, and discovery, and that their attorneys were able to reasonably evaluate
21 their respective positions. The Court also finds that the Settlement will enable the Parties to avoid
22 additional and potentially substantial litigation costs, as well as delay and risks if the Parties were
23 to continue to litigate the case. The Court has reviewed the monetary recovery provided as part of
24 the Settlement and recognizes the significant value accorded to the Class.

25 8. The Court hereby approves that Defendants shall pay a total of \$1,200,000.00 to resolve
26 the Action.

27 9. The Court finds and determines that the Individual Settlement Payments to be paid
28 to Settlement Class Members as provided for by the Settlement are fair and reasonable. The Court

1 hereby gives final approval to and orders the payment of those amounts to be made to the
2 Settlement Class Members in accordance with the Settlement.

3 10. From the Settlement Amount, the Court finds and determines that payment of
4 \$180,000.00 in civil penalties under PAGA is fair, reasonable, and appropriate. The Labor and
5 Workforce Development Agency will receive 75% (\$135,000.00), and the remaining 25%
6 (\$45,000.00) will be distributed to Aggrieved Employees (defined as all persons employed by
7 Defendants as hourly-paid or non-exempt employees in the State of California from August 24,
8 2021 through July 17, 2023 (“PAGA Period”). The Court hereby grants final approval to and orders
9 the payment of the amount in accordance with the Settlement.

10 11. From the Settlement Amount, the Court finds and determines the Class
11 Representative Service Payments of \$15,000.00 to each named Plaintiff is fair and reasonable. The
12 Court hereby grants final approval to and orders the payment of that amount to be paid to the named
13 Plaintiffs for their service as class representatives and for their agreement to release claims.

14 12. From the Settlement Amount, the Court finds and determines that the fees and expenses
15 in administering the Settlement incurred by Apex Class Action (“APEX”) in the amount of
16 \$10,990.00 are fair and reasonable. The Court hereby grants final approval to and orders the
17 payment of that amount in accordance with the Settlement.

18 13. Pursuant to the terms of the Settlement, and the authorities, evidence, and argument
19 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys’ fees in the amount
20 of \$237,540.00 and litigation costs in the amount of \$30,138.07. The Court hereby grants final
21 approval to and orders the payment of those amounts in accordance with the Settlement.

22 14. Without affecting the finality of this Order or the entry of Judgment in any way, this
23 Court retains continuing jurisdiction of all matters relating to the implementation, interpretation,
24 administration, effectuation and enforcement of this Order and the Settlement.

25 15. Defendants Homer T. Hayward Lumber Co. and United Staffing Associates, LLC
26 (collectively, “Defendants”) shall not have any further liability for costs, expenses, interest,
27 attorneys’ fees, or for any other charge, expense, or liability, except as provided for by the
28 Settlement.

1 16. Neither the making of this Settlement nor the entry into the Settlement constitutes an
2 admission by Defendants, nor is this order a finding of the validity of any claims in this case or of
3 any other wrongdoing. Further, the Settlement are not a concession and shall not be used as an
4 admission of any wrongdoing, fault, or omission of any entity or persons, nor may any action taken
5 to carry out the terms of the Settlement be construed as an admission or concession by or against
6 Defendants.

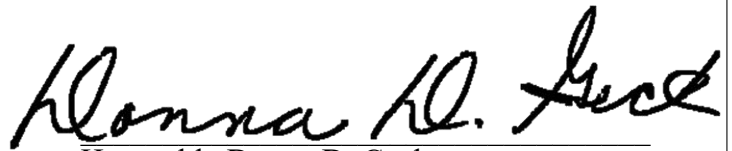
7 17. Upon completion of administration of the Settlement, the Settlement Administrator will
8 provide written certification of such completion to the Court, which shall be filed with the Court
9 seven days before the non-appearance compliance hearing set for **May 6, 2027 at 10:00 a.m.**

10 18. The Court hereby enters final judgment in accordance with the terms of the Settlement,
11 the Order Granting Motion for Preliminary Approval of Class Action Settlement and PAGA
12 Settlement, and this Order.

13 19. The Parties will bear their own costs and attorneys' fees except as otherwise provided
14 by this Court's Order awarding Class Counsel's attorneys' fees and litigation costs.

15 **IT IS SO ORDERED.**

16 Dated: 05/27/2026

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18 Honorable Donna D. Geck
19 Judge of the Superior Court