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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

ELIDA CORONA, as an individual and on
behalf of all others similarly situated,

Plaintiffs,

vs.

WEST AMERICAN RUBBER COMPANY,
LLC, a California Limited Liability Company,

Defendant.

CASE NO. 30-2024-01383622-CU-OE-CXC

*[Case assigned for all purposes to the Hon.
Melissa R. McCormick, Dept. CX105]*

**ORDER GRANTING PLAINTIFF'S
MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA ACTION
SETTLEMENT; AND ENTERING
JUDGMENT**

Action Filed: March 4, 2024

**ORDER GRANTING FINAL APPROVAL OF CLASS ACTION AND PAGA ACTION
SETTLEMENT; AND ENTERING JUDGMENT**

1 The Motion of Plaintiff Elida Corona (“Plaintiff”) for Final Approval of Class Action
2 and PAGA Action Settlement (“Final Approval Motion”) came regularly for hearing before this
3 Court on May 28, 2026, at 2:00 p.m., pursuant the Court’s Order Granting Preliminary
4 Approval of Class Action and PAGA Action Settlement (“Preliminary Approval Order”) (ROA
5 85). Having considered the parties’ Stipulation of Settlement and Amendment to Stipulation of
6 Settlement (collectively, the “Settlement Agreement” or “Settlement”), attached as Exhibit 1 to
7 the Preliminary Approval Order (ROA 85), the documents and evidence submitted in support
8 thereof and in support of the Final Approval Motion, the Court hereby makes a final ruling that
9 the Settlement is fair, reasonable, and adequate, and in the best interests of the Class Members.
10 Good cause appearing, the Court grants Plaintiff’s Final Approval Motion and orders as
11 follows:

12 1. Final judgment is hereby entered in accordance with the Settlement Agreement
13 and this Order and Judgment.

14 2. The conditional class certification is hereby made final, and the Court thus
15 certifies, for purposes of the Settlement, the following Settlement Class:

16 All current and former non-exempt employees who worked for Defendant
17 West American Rubber Company, LLC (“Defendant”) in California
between March 4, 2020 and October 7, 2025 (the “Class Period”).

18 3. The Court further approves the Settlement Agreement’s resolution of claims
19 under the Private Attorneys General Act, Labor Code § 2698 *et seq.* (“PAGA”). The “PAGA
20 Members” subject to the PAGA settlement shall be defined as:

21 All current and former non-exempt employees who worked for Defendant
22 in California between March 4, 2023 and October 7, 2025 (the “PAGA
23 Period”).

24 4. Plaintiff is hereby confirmed as Class Representative. Paul K. Haines, Fletcher
25 W. Schmidt, Matthew K. Moen, and Susan J. Perez of Haines Law Group, APC are hereby
26 confirmed as Class Counsel.

27 5. Notice was provided to Settlement Class members as set forth in the Settlement,
28 which was preliminarily approved by the Court on January 15, 2026, and the notice process has
been completed in accordance with the Settlement and the Court’s Preliminary Approval Order.

1 The Court finds that said notice was the best notice practicable under the circumstances. The
2 approved Notice of Class and PAGA Action Settlement, Notice of Individual Settlement
3 Payment, Request for Exclusion Form, and Objection Form (collectively, the “Notice Packet”)
4 provided due and adequate notice of the proceedings and matters set forth therein, informed
5 Settlement Class members of their rights, and fully satisfied the requirements of California Code
6 of Civil Procedure § 1781(e), California Rule of Court 3.769, and due process.

7 6. The Court finds that no Settlement Class members objected to the Settlement,
8 that no Settlement Class members submitted workweek disputes, and that one Settlement Class
9 member (Alfredo Lujan) opted out.

10 7. The Court hereby approves the terms of the Settlement as fair, reasonable, and
11 adequate, and orders the Parties, their Counsel and the Settlement Administrator to effectuate
12 the Settlement in accordance with its terms.

13 8. For purposes of settlement only, the Court finds that: (a) the members of the
14 Settlement Class are ascertainable and so numerous that joinder of all members is impracticable;
15 (b) there are questions of law and fact common to the Settlement Class, and a well-defined
16 community of interest exists among the members with respect to the subject matter of the
17 litigation; (c) the claims of the Class Representative are typical of the claims of the Class
18 Members; (d) the Class Representative has fairly and adequately protected the interests of the
19 Settlement Class; (e) a class action is superior to other available methods for the fair and
20 efficient adjudication of this controversy; and (f) Class Counsel are experienced and qualified to
21 represent the Class Representative and the Settlement Class.

22 9. The Maximum Settlement Amount is \$1,750,000.00. The court approves the
23 following deductions from the Maximum Settlement Amount: (i) an enhancement award to
24 Plaintiff in the amount of \$5,000; (ii) Class Counsel attorneys’ fees in the amount of
25 \$583,333.33; (iii) Class Counsel litigation costs in the amount of \$23,299.52; (iv) Settlement
26 Administration costs in the amount of \$6,500; and (v) total PAGA penalties in the amount of
27 \$100,000 (\$75,000 to the LWDA and \$25,000 to the aggrieved employees).

