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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN FRANCISCO
(UNLIMITED JURISDICTION)

CHARLES MIKICH, on behalf of himself and all others similarly situated, and as an “aggrieved employee” on behalf of other “aggrieved employees” under the Labor Code Private Attorneys General Act of 2004,

Plaintiff(s),

vs.

SAYEH PETROLEUM, INC., a California corporation; HEDIA PETROLEUM, INC., a California corporation; HADAD ENTERPRISE, INC., a California corporation; HADAD PETROLEUM, INC., a California corporation; BAY AREA AUTO CARE, INC., a California corporation; HOUTAN PETROLEUM, INC. a California corporation; GREEN PLANET GAS, INC., a California corporation; ALI BOZORGHADAD (also known as ED BOZORGHADAD, also known as ED HADAD), an individual; and DOES 8-50, inclusive,

Defendant(s).

JONATHON GORDON on behalf of himself and all others similarly situated, and as an “aggrieved employee” on behalf of other “aggrieved employees” under the Labor Code Private Attorney General Act of 2004,

Plaintiff(s),

vs.

SAYEH PETROLEUM, INC., a California corporation; HEDIA PETROLEUM, INC., a California corporation; HADAD ENTERPRISE, INC., a California corporation; HADAD

Case No. CGC-20-582385 to be consolidated with CGC-21-594289

**[PROPOSED] ORDER
PRELIMINARILY APPROVING
FIRST AMENDED CLASS ACTION
SETTLEMENT**



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PETROLEUM, INC., a California corporation;
BAY AREA AUTO CARE, INC., a California
corporation; HOUTAN PETROLEUM, INC. a
California corporation; GREEN PLANET GAS,
INC., a California corporation; ALI
BOZORGHADAD (also known as ED
BOZORGHADAD also known as ED HADAD),
an individual; and DOES 1-50, inclusive,

Defendant(s).



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1 The Motion of Plaintiffs Charles Mikich, Jonathon Gordon, and all others similarly
2 situated (collectively “Plaintiffs”) for Preliminary Approval of a Class Action Settlement (the
3 “Motion”) was considered by the Court, The Honorable Garrett L. Wong presiding. The Court
4 having considered the Motion, the First Amended Joint Stipulation of Class Action Settlement
5 and Release of Claims (“Settlement” or “Settlement Agreement”), and supporting papers,
6 HEREBY ORDERS THE FOLLOWING:

7 1. The Court grants preliminary approval of the Settlement and the Settlement Class
8 based upon the terms set forth in the Settlement filed as an Exhibit to the Motion for Preliminary
9 Approval. All terms herein shall have the same meaning as defined in the Settlement. The Court
10 has determined there is sufficient evidence to preliminarily determine that (a) the terms of the
11 Settlement appear to be fair, adequate, and reasonable to the Settlement Class and (b) the
12 Settlement falls within the range of reasonableness and appears to be presumptively valid, subject
13 only to any objections that may be raised at the final hearing and final approval by this Court. The
14 Court will make a determination at the hearing on the motion for final approval of class action
15 settlement (the “Final Approval Hearing”) as to whether the Settlement is fair, adequate and
16 reasonable to the Settlement Class.

17 2. For purposes of this Preliminary Approval Order, the “Settlement Class” means
18 all persons Defendants employed in California as hourly, non-exempt employees during the Class
19 Period, which is the period of time from January 22, 2016 to October 31, 2022. The Settlement
20 Administrator has determined that as of preliminary Court approval of this Settlement there were
21 981 Settlement Class Members. The “Effective Date” means as follows: If no objection to this
22 Settlement or to any of the terms and or conditions of the Settlement are filed by Plaintiffs, another
23 member of the Settlement class, or any intervenor to this Lawsuit, the Effective Date shall occur
24 on the day that the Court enters an order of final approval of this Settlement; however, if any
25 objection to this Settlement or to any of the terms and or conditions of the Stipulation is filed by
26 a member of the Settlement class, or any intervenor to this Lawsuit, the Effective Date shall occur
27 upon the expiration of the time for the filing any appeal of the order of final approval of this
28 Settlement. If an appeal is filed or any writ granted, then the Effective Date shall occur after the



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1 appeal has been dismissed or the writ dissolved and when there is no further time to appeal the
2 dismissal of the appeal or the dissolution of the writ. The occurrence of the Effective Date is a
3 prerequisite to any obligation of Defendants to pay any funds into the Settlement Account.

4 3. This action is provisionally certified pursuant to section 382 of the California Code
5 of Civil Procedure and Rule 3.760, et seq. of the California Rules of Court as a class action for
6 purposes of settlement only with respect to the proposed Settlement Class.

7 4. The Court hereby preliminarily finds that the Settlement was the product of
8 serious, informed, non-collusive negotiations conducted at arm's length by the Parties. In making
9 this preliminary finding, the Court considered the nature of the claims set forth in the pleadings,
10 the amounts and kinds of benefits which shall be paid pursuant to the Settlement, the allocation
11 of Settlement proceeds to the Settlement Class, and the fact that the Settlement represents a
12 compromise of the Parties' respective positions. The Court further preliminarily finds that the
13 terms of the Settlement have no obvious deficiencies and do not improperly grant preferential
14 treatment to any individual Class Member. Accordingly, the Court preliminarily finds that the
15 Settlement was entered into in good faith.

16 5. The Court finds that the dates set forth in the Settlement for mailing and
17 distribution of the Class Notice meet the requirements of due process and provide the best notice
18 practicable under the circumstances, and constitute due and sufficient notice to all persons entitled
19 thereto, and directs the mailing of the Class Notice by first class mail to the Settlement Class as
20 set forth in the Settlement. Accordingly, the Court orders the following implementation schedule
21 for further proceedings:

- 22 a. To the extent not already provided by Defendants to CPT Group, Inc.,
23 Defendants shall provide CPT Group, Inc, the appointed Settlement
24 Administrator, with: (a) An electronic database of all Class Members, last
25 known mailing address, Social Security number and Defendants' employee
26 identification number ("Class Members' Data"); and (b) Corresponding to
27 each Class Member's name, Defendants shall provide a figure indicating the
28 total number of Work Weeks during the Class Period in which Defendants



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1 employed the Class Member. That number of Work Weeks shall be referred to
2 as that Class Member's "Individual Work Weeks;" (c) If any of the Class
3 Members' Data are unavailable to Defendants, Defendants will so inform
4 Class Counsel and the Parties will make their best efforts to reconstruct or
5 otherwise agree upon the Class Members' Data prior to when it must be
6 submitted to the Settlement Administrator. Class Members' Data will
7 otherwise remain confidential and will not be disclosed to anyone, except as
8 necessary to applicable taxing authorities, or pursuant to Defendants' express
9 written authorization or by order of the Court.

10 b. **Mailing of Class Notice.** Approximately fourteen (14) days after receiving the
11 Class Members' Data, or as soon thereafter as it can do so, the Settlement
12 Administrator will mail the Class Notice to all identified Class Members via
13 first-class U.S. mail using the mailing address information provided by
14 Defendants, unless modified by any updated address information that the
15 Settlement Administrator obtains in the course of administration of the
16 Settlement.

17 c. **Returned Class Notice.** If a Class Notice is returned because of an incorrect
18 address, the Settlement Administrator will promptly, and not later than ten (10)
19 days from receipt of the returned Class Notice, search for a more current
20 address for the Class Member and re-mail the Class Notice to the Class
21 Member. The Settlement Administrator will use the Class Members' Data and
22 otherwise work with Defendants' Counsel and Class Counsel to find a more
23 current address. The Settlement Administrator will be responsible for taking
24 reasonable steps, consistent with its agreed-upon job parameters, court orders,
25 and fee, to trace the mailing address of any Class Member for whom a Class
26 Notice is returned as undeliverable by the U.S. Postal Service. These
27 reasonable steps shall include the tracking of all undelivered mail; performing
28 address searches for all mail returned without a forwarding address; and



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promptly re-mailing to Class Members for whom new addresses are found. If the Class Notice is re-mailed, the Settlement Administrator will note for its own records and notify Class Counsel and Defendants' Counsel of the date and address of each such re-mailing as part of a weekly status report provided to the Parties.

d. **Declaration of Settlement Administrator.** Not later than twenty-one (21) court days prior to the Final Approval Hearing, the Settlement Administrator will provide the Parties for filing with the Court a declaration of due diligence setting forth its compliance with its obligations under this Agreement. Prior to the Final Approval Hearing, the Settlement Administrator will supplement its declaration of due diligence if any material changes occur from the date of the filing of its prior declaration.

e. **Requests for Exclusion from Settlement; and Objections to Settlement.** Class Members may submit requests to be excluded from the effect of the Settlement, or objections to the Settlement, pursuant to the following procedures:

i. **Request for Exclusion from Settlement.** A Class Member may request to be excluded from the effect of this Agreement, and any payment of amounts under this Agreement, by timely mailing a letter to the Settlement Administrator stating that the Class Member wants to be excluded from this Action. This letter must include the Class Member's name, address, telephone number, and signature. To be valid and timely, the request to be excluded must be postmarked by the date specified in the Class Notice 60 days from the initial mailing of the Class Notice by the Settlement Administrator). A Class Member who properly submits a valid and timely request to be excluded from the Action shall not receive any payment of any kind in connection with this Agreement or this Action, shall not be bound by or receive any



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benefit of this Agreement, and shall have no standing to object to the Settlement. A request for exclusion must be mailed to the Settlement Administrator at the address provided on the Class Notice. The Settlement Administrator shall transmit the request for exclusion to counsel for the Parties as follows:

To Class Counsel:

To Defense Counsel:

David G. Spivak.
The Spivak Law Firm
8605 Santa Monica Bl
PMB 42554
West Hollywood, CA 90069

Lisa G. Lawson
Lawson & Lawson, LLP
One Sansome Street
35th Floor
San Francisco, CA 94104

ii. **Objections to Settlement.** The Class Notice will provide that any Class Member who does not request exclusion from the Action and who wishes to object to the Settlement should submit an objection in writing to the Settlement Administrator or 60 days after the Settlement Administrator mails the Class Notice, a written objection to the Settlement which sets forth the grounds for the objection and the other information required by this paragraph. The objection should be mailed to the Settlement Administrator at the address provided on the Class Notice. The Settlement Administrator shall transmit the objections to counsel for the Parties as follows:

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To Class Counsel:

To Defense Counsel:

David G. Spivak.

Lisa G. Lawson

The Spivak Law Firm

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The written objection should state the objecting Class Member's full name, address, and the approximate dates of his or her employment with Defendants. The written objection should state the basis for each specific objection and any legal support in clear and concise terms. The written objection also should state whether the Class Member intends to formally intervene and become a party of record in the action, and upon formally intervening, appear and argue at the Final Approval Hearing. However, the objectors will be provided with the opportunity to speak at the final approval hearing regardless of whether they have filed an appearance or submitted a written opposition beforehand.

If the objecting Class Member does not formally intervene in the action and/or the Court rejects the Class Member's objection, the Class Member may still be bound by the terms of this Agreement.

- f. **Report.** Not later than fourteen (14) days after the deadline for submission of requests for exclusion, the Settlement Administrator will provide the Parties with a complete and accurate list of all Class Members who sent timely requests to be excluded from the Action and all Class Members who objected to the settlement.

6. The Court approves, as to form and content, the Class Notice in substantially the



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1 form attached as Exhibit A to the Settlement, the Exclusion Request form in substantially the
2 form attached as Exhibit B to the Settlement, and the Work Weeks Dispute form in substantially
3 the form attached as Exhibit C to the Settlement.

4 7. The Court approves, for settlement purposes only, David Spivak of The Spivak
5 Law Firm and Walter L. Haines of United Employees Law Group as Class Counsel.

6 8. The Court approves, for settlement purposes only, Charles Mikich and Jonathon
7 Gordon as the Class Representatives.

8 9. The Court approves CPT Group, Inc. as the Settlement Administrator.

9 10. The Court preliminarily approves Class Counsel's request for attorneys' fees and
10 costs subject to final review by the Court.

11 11. The Court preliminarily approves the estimated Settlement Administrator costs
12 payable to the Settlement Administrator subject to final review by the Court.

13 12. The Court preliminarily approves Plaintiffs' Class Representative Payment subject
14 to final review by the Court.

15 13. A Final Approval Hearing shall be held on _____ at _____.m. in the
16 Superior Court for the State of California, County of San Francisco, located at Civic Center
17 Courthouse, 400 McAlister Street, San Francisco, CA 94102-3680 to consider the fairness,
18 adequacy and reasonableness of the proposed Settlement preliminarily approved by this
19 Preliminary Approval Order, and to consider the application of Class Counsel for attorneys' fees
20 and costs and the Class Representative Payment to the Class Representative. The notice of motion
21 and all briefs and materials in support of the motion for final approval of class action settlement
22 and motion for attorneys' fees and litigation costs shall be served and filed with this Court on or
23 before _____.

24 14. If for any reason the Court does not execute and file a final approval order and
25 judgment, or if the Effective Date, as defined in the Settlement, does not occur for any reason, the
26 proposed Settlement that is the subject of this order, and all evidence and proceedings had in
27 connection therewith, shall be without prejudice to the status quo ante rights of the Parties to the
28 litigation, as more specifically set forth in the Settlement.



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1 15. The Court expressly reserves the right to adjourn or continue the Final Approval
2 Hearing from time to time without further notice to members of the Class. The Plaintiffs shall
3 give prompt notice of any continuance to Settlement Class Members who object to the Settlement.

4 **IT IS SO ORDERED.**

5
6 DATED: _____

7 **THE HONORABLE GARRETT L. WONG**
8 **JUDGE OF THE SUPERIOR COURT**
9



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