

1 Timothy B. Del Castillo
2 Kent L. Bradbury
3 Castle Law
4 2999 Douglas Blvd., Suite 180
5 Roseville, California 95661
6 (916) 245-0122
7 tdc@castleemploymentlaw.com
8 kb@castleemploymentlaw.com

9 Larry W. Lee (State Bar No. 228175)
10 Kristen M. Agnew (State Bar No. 247656)
11 **DIVERSITY LAW GROUP, P.C.**
12 515 S. Figueroa Street, Suite 1250
13 Los Angeles, CA 90071
14 (213) 488-6555
15 (213) 488-6554 facsimile
16 lwlee@diversitylaw.com
17 kagnew@diversitylaw.com

18 Attorneys for Plaintiff and the Class

19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129
130
131
132
133
134
135
136
137
138
139
140
141
142
143
144
145
146
147
148
149
150
151
152
153
154
155
156
157
158
159
160
161
162
163
164
165
166
167
168
169
170
171
172
173
174
175
176
177
178
179
180
181
182
183
184
185
186
187
188
189
190
191
192
193
194
195
196
197
198
199
200
201
202
203
204
205
206
207
208
209
210
211
212
213
214
215
216
217
218
219
220
221
222
223
224
225
226
227
228
229
230
231
232
233
234
235
236
237
238
239
240
241
242
243
244
245
246
247
248
249
250
251
252
253
254
255
256
257
258
259
260
261
262
263
264
265
266
267
268
269
270
271
272
273
274
275
276
277
278
279
280
281
282
283
284
285
286
287
288
289
290
291
292
293
294
295
296
297
298
299
300
301
302
303
304
305
306
307
308
309
310
311
312
313
314
315
316
317
318
319
320
321
322
323
324
325
326
327
328
329
330
331
332
333
334
335
336
337
338
339
340
341
342
343
344
345
346
347
348
349
350
351
352
353
354
355
356
357
358
359
360
361
362
363
364
365
366
367
368
369
370
371
372
373
374
375
376
377
378
379
380
381
382
383
384
385
386
387
388
389
390
391
392
393
394
395
396
397
398
399
400
401
402
403
404
405
406
407
408
409
410
411
412
413
414
415
416
417
418
419
420
421
422
423
424
425
426
427
428
429
430
431
432
433
434
435
436
437
438
439
440
441
442
443
444
445
446
447
448
449
450
451
452
453
454
455
456
457
458
459
460
461
462
463
464
465
466
467
468
469
470
471
472
473
474
475
476
477
478
479
480
481
482
483
484
485
486
487
488
489
490
491
492
493
494
495
496
497
498
499
500
501
502
503
504
505
506
507
508
509
510
511
512
513
514
515
516
517
518
519
520
521
522
523
524
525
526
527
528
529
530
531
532
533
534
535
536
537
538
539
540
541
542
543
544
545
546
547
548
549
550
551
552
553
554
555
556
557
558
559
560
561
562
563
564
565
566
567
568
569
570
571
572
573
574
575
576
577
578
579
580
581
582
583
584
585
586
587
588
589
590
591
592
593
594
595
596
597
598
599
600
601
602
603
604
605
606
607
608
609
610
611
612
613
614
615
616
617
618
619
620
621
622
623
624
625
626
627
628
629
630
631
632
633
634
635
636
637
638
639
640
641
642
643
644
645
646
647
648
649
650
651
652
653
654
655
656
657
658
659
660
661
662
663
664
665
666
667
668
669
670
671
672
673
674
675
676
677
678
679
680
681
682
683
684
685
686
687
688
689
690
691
692
693
694
695
696
697
698
699
700
701
702
703
704
705
706
707
708
709
710
711
712
713
714
715
716
717
718
719
720
721
722
723
724
725
726
727
728
729
730
731
732
733
734
735
736
737
738
739
740
741
742
743
744
745
746
747
748
749
750
751
752
753
754
755
756
757
758
759
760
761
762
763
764
765
766
767
768
769
770
771
772
773
774
775
776
777
778
779
780
781
782
783
784
785
786
787
788
789
790
791
792
793
794
795
796
797
798
799
800
801
802
803
804
805
806
807
808
809
810
811
812
813
814
815
816
817
818
819
820
821
822
823
824
825
826
827
828
829
830
831
832
833
834
835
836
837
838
839
840
841
842
843
844
845
846
847
848
849
850
851
852
853
854
855
856
857
858
859
860
861
862
863
864
865
866
867
868
869
870
871
872
873
874
875
876
877
878
879
880
881
882
883
884
885
886
887
888
889
890
891
892
893
894
895
896
897
898
899
900
901
902
903
904
905
906
907
908
909
910
911
912
913
914
915
916
917
918
919
920
921
922
923
924
925
926
927
928
929
930
931
932
933
934
935
936
937
938
939
940
941
942
943
944
945
946
947
948
949
950
951
952
953
954
955
956
957
958
959
960
961
962
963
964
965
966
967
968
969
970
971
972
973
974
975
976
977
978
979
980
981
982
983
984
985
986
987
988
989
990
991
992
993
994
995
996
997
998
999
1000

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

LISA LEFANTY, individually, and on behalf of
all others similarly situated,

Plaintiff,

v.

KAISER FOUNDATION HOSPITALS; DOES 1
to 20, inclusive,

Defendant.

Case No. CV-21-004330

Assigned to the Hon. Sonny S. Sandhu;
Dept. 24

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: March 4, 2025
Time: 8:30 a.m.
Dept.: 24

Complaint Filed: August 13, 2021

1 Plaintiff Lisa Lefanty’s (“Plaintiff”) Motion for Preliminary Approval of Class and
2 Representative Action Settlement was filed with the Court on January 24, 2025, and a hearing was held
3 before this Court on March 8, 2025. Plaintiff and Defendant Kaiser Foundation Hospitals
4 (“Defendant”) appeared through their respective counsel of record.

5 The Court has considered the Class and Representative Action Settlement Agreement
6 (“Agreement” or “Settlement Agreement”) and all other papers filed in this action.

7 NOW THEREFORE, IT IS HEREBY ORDERED:

8 1. This Court grants preliminary approval of the Settlement Agreement between Plaintiff
9 and Defendant (the “Parties”) filed herewith. The Settlement Agreement appears to be fair, adequate,
10 and reasonable to the Class.

11 2. The Parties, through their counsel of record in the Action, have reached an agreement to
12 settle all claims in the Action on behalf of the Class (as defined below and in the Settlement
13 Agreement) as a whole.

14 3. The Court hereby conditionally certifies the following class for settlement purposes
15 only: all persons who were employed by Defendant as Assistant Nurse Managers and/or Assistant
16 Department Administrators under job codes 06017 and 949013 in the State of California at any time
17 during the period from August 13, 2017 through November 5, 2024 (“Class” or “Class Members”).

18 4. Should for whatever reason the Settlement Agreement not become final, the fact that the
19 Parties were willing to stipulate to certification of a class as part of the Settlement Agreement shall
20 have no bearing on, or be admissible in connection with, the Action or the issue of whether a class
21 should be certified in a non-settlement context.

22 5. The Court appoints and designates: (a) Plaintiff Lisa Lefanty as the Class
23 Representative; and (b) Timothy B. Del Castillo and Kent L. Bradbury of Castle Law, and Larry W.
24 Lee and Kristen M. Agnew of Diversity Law Group, P.C, as Class Counsel. Class Counsel is
25 authorized to act on behalf of the Class with respect to all acts or consents required by, or which may
26 be given, pursuant to the Settlement Agreement, and such other acts reasonably necessary to finalize
27 the Settlement Agreement and its terms. Any Class Member may enter an appearance through his or
28 her own counsel at such Class Member’s own expense. Any Class Member who does not enter an
appearance or appear on his or her own behalf will be represented by Class Counsel.

1 6. The Court hereby approves the terms and conditions provided for in the Settlement
2 Agreement. The Court finds that on a preliminary basis the Settlement Agreement falls within the range
3 of reasonableness of a settlement, and appears to be presumptively valid, subject only to any objections
4 that may be raised at the final fairness hearing and final approval by the Court. It appears to the Court
5 on a preliminary basis that the settlement is fair, adequate, and reasonable as to all potential Class
6 Members when balanced against the probable outcome of further litigation relating to liability and
7 damages issues. It also appears that investigation, research, and court proceedings have been conducted
8 so that counsel for the Parties are able to reasonably evaluate their respective positions. It appears to the
9 Court that settlement at this time will avoid substantial additional costs by all Parties, as well as avoid
10 the delay and risks that would be presented by the further prosecution of the Action. It also appears that
11 settlement has been reached as a result of intensive, serious, and non-collusive arm's-length
12 negotiations.

13 7. A Final Fairness and Final Approval Hearing on the question of whether the proposed
14 Settlement Agreement, the allocation of payments to Settlement Class Members, attorneys' fees and
15 costs to Class Counsel, settlement administration costs, and the Class Representative Service Payment
16 should be finally approved as fair, reasonable, and adequate as to the members of the Class is hereby
17 set for _____ at _____ in this Court.

18 8. The Court hereby approves, as to form and content, the Notice of Class Action
19 Settlement ("Class Notice") to be sent to Class Members, which is attached as **Exhibit A** to the
20 Settlement Agreement. The Court finds that distribution of the Class Notice to Class Members
21 substantially in the manner and form set forth in the Settlement Agreement and this Order meets the
22 requirements of due process and shall constitute due and sufficient notice to all parties entitled thereto.

23 9. The Court appoints and designates CPT Group as the Settlement Administrator. The
24 Court hereby directs the Settlement Administrator to provide the approved Class Notice to Class
25 Members using the procedures set forth in the Settlement Agreement.

26 10. Any Class Member may choose to opt out of and be excluded from the settlement as
27 provided in the Settlement Agreement and Class Notice and by following the instructions to request
28 exclusion. Provided, however, that no Class Member may opt out of or be excluded from participating
in the settlement of the released PAGA claims.

1 11. Any person who timely and properly opts out of the settlement will not be bound by the
2 Settlement Agreement or have any right to object, appeal, or comment thereon. Any opt-out request
3 must be in writing and signed by each such Class Member opting out and must otherwise comply with
4 the requirements delineated in the Class Notice. Class Members who have not requested exclusion by
5 submitting a valid and timely opt out request, by the opt out deadline, shall be bound by all
6 determinations of the Court, the Settlement Agreement, and Judgment.

7 12. Any Class Member may object to the Settlement Agreement or express his or her views
8 regarding the Settlement Agreement, and may present evidence and file briefs or other papers that may
9 be proper and relevant to the issues to be heard and determined by the Court as provided in the Class
10 Notice.

11 13. The Motion for Final Approval shall be filed by the Class Representative no later than
12 sixteen (16) court days before the Final Fairness and Final Approval Hearing.

13 14. The Court reserves the right to adjourn or continue the date of the Final Fairness and
14 Final Approval Hearing and all dates provided for in the Settlement Agreement without further notice
15 to the Class, and retains jurisdiction to consider all further applications arising out of or connected with
16 the Class Settlement Agreement.

17 IT IS SO ORDERED.

18
19 DATED: _____

HONORABLE SONNY S. SANDHU
SUPERIOR COURT OF CALIFORNIA