

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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

MAURICE KEYS and JOSE JUAN
NOYOLA, individually and on behalf of all
others similarly situated,

Plaintiffs,

v.

USA WASTE OF CALIFORNIA, INC.;
STAFFING NETWORK HOLDINGS,
L.L.C.; and DOES 3 through 20, inclusive,
Defendants.

Case No. 30-2022-01244825-CU-OE-CXC

Assigned for all purposes to
Hon. Layne Melzer
Dept. CX-102

**REVISED ORDER GRANTING MOTION
FOR APPROVAL OF PAGA
REPRESENTATIVE SETTLEMENT AND
ENTERING JUDGMENT**

1 This matter came on for hearing on August 28, 2025, at 2:00 p.m., in Department
2 CX102 of the above-captioned Court on Plaintiffs' Motion for Approval of Representative
3 PAGA Settlement (the "Motion").

4 The Court has received and considered the settlement agreement of Plaintiffs Maurice
5 Keys and Jose Juan Noyola ("Plaintiffs"), as individuals and on behalf of the people of the State
6 of California and as an "aggrieved employee" acting as a private attorney general under the
7 Labor Code Private Attorneys General Act of 2004, § 2699, *et seq.* ("PAGA") and Defendants
8 USA Waste of California, Inc. ("USA Waste") and Staffing Network Holdings, L.L.C.
9 ("Staffing" Network") (collectively, "Defendants") in the above-captioned action.

10 **NOW THEREFORE, IT IS ORDERED, ADJUDGED, AND DECREED:**

11 1. The Court hereby GRANTS the Motion.

12 2. This Judgment incorporates by reference the definitions in the Joint Stipulation
13 Of PAGA Representative Action Settlement And Release (the "Settlement"), a copy of which is
14 attached as Exhibit 1 to ROA #189, the Declaration of Kristy R. Connolly In Support of Motion
15 for Approval of PAGA Settlement, and all terms defined therein shall have the same meaning as
16 set forth in the Settlement.

17 3. The Court hereby approves the Parties' proposed Settlement and hereby enters
18 FINAL JUDGMENT based on the terms set forth in the Parties' Settlement in favor of Plaintiffs
19 and the PAGA Aggrieved Employees. The "PAGA Aggrieved Employees" means all non-
20 exempt employees employed by Staffing Network Holdings, LLC who were assigned by
21 Staffing Network Holdings, LLC to work at USA Waste of California, Inc.'s Orange MRF
22 located in Orange, California at any time between March 10, 2021, through June 25, 2024.

23 4. The Court hereby approves the Gross Settlement Amount of \$410,000.00.
24 Defendant Staffing Network shall pay \$320,000.00 of the Gross Settlement Amount, and
25 Defendant USA Waste shall pay \$90,000.00 of the Gross Settlement Amount.

26 5. Phoenix Settlement Administrators is approved to serve as the Settlement
27 Administrator and is authorized to perform all of the duties assigned to it in the Settlement and
28

1 to disburse the following from the Gross Settlement Amount in accordance with the terms of the
2 Settlement:

- 3 a. Plaintiffs' Counsel's attorneys' fees in the amount of one-third of the
4 Gross Settlement Amount, or \$136,666.67, to be distributed as follows:
 - 5 i. \$102,500.00 to Aegis Law Firm, PC, and
 - 6 ii. \$34,166.67 to Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 7 b. Plaintiffs' Counsel's litigation costs in the amount of \$33,360.80 to be
8 distributed as follows:
 - 9 i. \$14,210.80 to Aegis Law Firm, PC, and
 - 10 ii. \$19,150 to Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 11 c. Plaintiff Jose Juan Noyola's Named Plaintiff Service Award in the
12 amount of \$5,000.00;
- 13 d. Plaintiff Maurice Keys' Named Plaintiff Service Award in the amount of
14 \$5,000.00;
- 15 e. Settlement Administration costs in the amount of \$6,250
- 16 f. Of the remaining Net Settlement Amount, 75% shall be paid to the Labor
17 and Workforce Development Agency and 25% shall be paid to the PAGA
18 Aggrieved Employees as set forth in the Settlement Agreement.

19 6. Upon the date Defendants fully fund the Gross Settlement Amount, all PAGA
20 Aggrieved Employees are hereby deemed to have released the Released Parties from all
21 Released PAGA Claims as set forth in the Settlement Agreement.

22 7. The Court hereby approves, as to form and content, the notice to be distributed to
23 the Aggrieved Employees, attached to the Settlement as Exhibit A (the "Notice Letter"). All
24 Individual Settlement Checks shall expire 180 days after the initial mailing. Any funds
25 represented by Individual Settlement Payment checks remaining un-cashed for more than 180
26 calendar days after issuance shall be delivered to Legal Aid at Work, whom the Court hereby
27 approves as the cy pres recipient.

1 8. The Settlement Administrator shall post a copy of the Settlement Agreement, the
2 Notice Letter, and this Judgment on its website for at least 30 days after entry of judgment.

3 9. This Judgment is intended to be a final disposition in its entirety of the above
4 captioned action. Without affecting the finality of this judgment in any way, the Court retains
5 jurisdiction of all matters relating to the interpretation, administration, implementation,
6 effectuation, and enforcement of the Settlement pursuant to Code of Civil Procedure section
7 664.6 and California Rule of Court Rule 3.769, subdivision (h).

8 10. A Final Accounting hearing is set for **July 23, 2026 at 2:00 p.m.**, Department
9 CX102 of the Superior Court of California, County of Orange, located at 751 West Santa Ana
10 Blvd., Santa Ana, California 92701 to confirm that distribution efforts are fully completed.
11 Plaintiffs' Counsel must submit the Settlement Administrator's final report regarding
12 distribution of the settlement funds at least ten (10) court days prior to the hearing regarding the
13 status of the settlement administration. The final report must include all information necessary
14 for the Court to determine the total amount actually paid to Aggrieved Employees, the number
15 of uncashed settlement checks, and the amount of any unclaimed funds remitted to the cy pres
16 recipient, Legal Aid at Work. If the unclaimed funds are not fully disbursed by the report
17 deadline, counsel must request a continuance of the Final Accounting hearing.

18 IT IS SO ORDERED.

19
20
21 Dated: September 9, 2025



Hon. Layne Melzer
Judge of the Superior Court