

ZAKAY LAW GROUP, APLC
Shani O. Zakay (State Bar #277924)
Jackland K. Hom (State Bar #327243)
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619) 255-9047
Facsimile: (858) 404-9203
shani@zakaylaw.com
jackland@zakaylaw.com

JCL LAW FIRM, APC
Jean-Claude Lapuyade (State Bar #248676)
Eduardo Garcia (State Bar #290572)
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619) 599-8292
Facsimile: (619) 599-8291
jlapuyade@jcl-lawfirm.com
egarcia@jcl-lawfirm.com

Attorneys for Plaintiff YVETTE MOLINA

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

YVETTE MOLINA, an individual, on behalf
of herself and on behalf of all persons
similarly situated,

Plaintiff,

vs.

HAWAIIAN AIRLINES, INC., a
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 20STCV28079

**[PROPOSED] ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
AND PAGA ACTION SETTLEMENT**

Date: November 17, 2021
Time: 9:30 a.m.

Judge: Hon. Maren Nelson
Dept.: 17

1 This matter having come before the Honorable Judge Maren Nelson of the Superior Court of
2 the State of California, in and for the County of Los Angeles, at 9:30 a.m. on November 17, 2021,
3 with Jean-Claude Lapuyade, Esq., of the JCL Law Firm, APC and Shani O. Zakay, Esq. of the ZLG
4 Law Group, APLC as counsel for Plaintiff YVETTE MOLINA (“Plaintiff”), and Evelyn Wang, Esq.,
5 of Davis Wright Tremaine LLP appearing for Defendant HAWAIIAN AIRLINES, INC. (hereinafter
6 “Defendant”). The Court, having carefully considered the briefs, argument of counsel and all the
7 matters presented to the Court, and good cause appearing, hereby GRANTS Plaintiff’s Motion for
8 Preliminary Approval of Class and PAGA Action Settlement.

9 **IT IS HEREBY ORDERED:**

10 1. The Court preliminarily approves the Stipulation of Class Action Settlement and
11 Release of Claims (“Settlement Agreement” or “Agreement”), a true and correct copy of which is
12 attached hereto as **Exhibit “1”**. This is based on the Court’s determination that the Settlement
13 Agreement is within the range of possible final approval, pursuant to the provisions of Section 382 of
14 the California Code of Civil Procedure and California Rules of Court, rule 3.769.

15 2. This Order incorporates by reference the definitions in the Agreement, and all terms
16 defined therein shall have the same meaning in this Order as set forth in the Agreement.

17 3. Subject to the terms of the Settlement Agreement, the Gross Settlement Amount that
18 Defendant shall pay is Seven Hundred and Fifty Thousand Dollars (\$750,000). It appears to the
19 Court on a preliminary basis that the settlement amount and terms are fair, adequate, and reasonable
20 as to all Class Members when balanced against the probable outcome of further litigation relating to
21 certification, liability, and damages issues. It further appears that investigation and research have been
22 conducted such that counsel for the Parties are able to reasonably evaluate their respective positions.
23 It further appears to the Court that settlement at this time will avoid substantial additional costs by all
24 Parties, as well as avoid the delay and risks that would be presented by the further prosecution of the
25 litigation. It further appears that the Settlement has been reached as the result of intensive, serious,
26 and non-collusive arm’s-length negotiations.

27 4. The Court preliminarily finds that the Settlement appears to be within the range of
28

1 reasonably of a settlement that could ultimately be given final approval by this Court. The Court
2 has reviewed the monetary recovery that is being granted as part of the Settlement and preliminarily
3 finds that the monetary settlement awards made available to the Class Members are fair, adequate,
4 and reasonable when balanced against the probable outcome of further litigation relating to
5 certification, liability, and damages issues.

6 5. The Agreement specifies for an award of attorneys' fees and costs in the amount of up-
7 to one-third of the Gross Settlement Amount for attorneys' fees, currently estimated at Two Hundred
8 Fifty Thousand Dollars (\$250,000) **and** an award of litigation expenses incurred not to exceed
9 Twenty-Five Thousand Dollars (\$25,000.00), and proposed Class Representative Service Award to
10 the Class Representative, Yvette Molina, in an amount not to exceed Ten Thousand Dollars
11 (\$10,000.00). While these awards appear to be within the range of reasonableness, the Court will not
12 approve the Class Counsel Award or Class Representative Service Award until the Final Approval
13 Hearing.

14 6. The Court recognizes that Plaintiff and Defendant stipulate and agree to certification of
15 a class for settlement purposes only. This stipulation will not be deemed admissible in this or any
16 other proceeding should this Settlement not become final. For settlement purposes only, the Court
17 conditionally certifies the following Class or Class Members:

18 "All non-exempt Clerical, Office, Stores, Fleet and Passenger Service
19 Employees under the collective bargaining agreement between
20 HAWAIIAN AIRLINES, INC. ("Defendant") and the International
21 Association of Machinists and Aerospace Workers (AFL-CIO) ("IAMC"),
22 who are or previously were employed by Defendant in California during
23 the period of April 6, 2016 through and including August 31, 2021."

24 7. The Court concludes that, for settlement purposes only, the Class meets the
25 requirements for certification under section 382 of the California Code of Civil Procedure in that: (a)
26 the Class is ascertainable and so numerous that joinder of all Class Members is impracticable; (b)
27 common questions of law and fact predominate, and there is a well-defined community of interest
28

1 amongst the Class Members with respect to the subject matter of the litigation; (c) the claims of the
2 Class Representative are typical of the claims of the Class Members; (d) the Class Representative will
3 fairly and adequately protect the interests of the Class Members; (e) a class action is superior to other
4 available methods for the efficient adjudication of this controversy; and (f) Class Counsel are
5 qualified to act as counsel for the Class Representative in her individual capacity and as the
6 representative of the Settlement Class Members.

7 8. The Court provisionally appoints plaintiff YVETTE MOLINA as the representative of
8 the Class.

9 9. The Court provisionally appoints Jean-Claude Lapuyade, Esq., of the JCL Law Firm,
10 A.P.C. and Shani Zakay of Zakay Law Group, APLC as Class Counsel for the Class Members.

11 10. The Court hereby approves, as to form and content, the Proposed Notice of Pendency
12 of Class and Representative Action Settlement (“Class Notice”) attached to the Agreement as **Exhibit**
13 **“A”**. The Court finds that the notice appears to fully and accurately inform the Class Members and
14 Aggrieved Employees of all material elements of the proposed Settlement, including right of any
15 Class Member to be excluded from the Class by submitting a written request for exclusion, and of
16 each Settlement Class member’s right and opportunity to object to the Settlement. The Court further
17 finds that the distribution of the notice substantially in the manner and form set forth in the
18 Agreement and this Order meets the requirements of due process, is the most reasonable notice under
19 the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The
20 Court orders the mailing of the notice by first class mail, pursuant to the terms set forth in the
21 Agreement.

22 11. The Court hereby appoints ILYM Group, Inc. as Settlement Administrator. Within ten
23 (10) business days of this Order, Defendant shall provide to the Settlement Administrator the Class
24 Data, including information regarding Class Members that Defendant will in good faith compile from
25 their records, including each Class Member’s full name; last known address; Social Security Number;
26 and start and end dates of employment during the Class Period and PAGA Period. Within fourteen
27 (14) calendar days after receiving the Class Data from Defendant, the Settlement Administrator shall
28

1 mail the Class Notice to all identified Class Members via first class U.S. Mail using the most current
2 mailing address information available.

3 12. The Court hereby preliminarily approves the proposed procedure for requesting
4 exclusion from the Settlement. Any Class Member may individually choose to opt out of and be
5 excluded from the Settlement as provided in the Notice by following the instructions for requesting
6 exclusion from the Settlement of the Released Claims that are set forth in the Notice. All requests for
7 exclusion must be postmarked or received by the Response Deadline which is forty-five (45) calendar
8 days after the date the Class Notice is mailed to the Settlement Class Members or, in the case of a re-
9 mailed Notice, not more than fifteen (15) calendar days after the original Response Deadline. Any
10 such person who chooses to opt out of and be excluded from the Settlement will not be entitled to an
11 Individual Settlement Payment under the Settlement and will not be bound by the Settlement except
12 as to the Released PAGA Claims, nor will such person have any right to object, appeal or comment
13 on the Settlement. Class Members who have not requested exclusion shall be bound by all
14 determinations of the Court, the Agreement and Judgment. A request for exclusion may only opt out
15 that particular individual, and any attempt to affect an opt-out of a group, class, or subclass of
16 individuals is not permitted and will be deemed invalid.

17 13. Any Class Member who has not opted out may appear at the final approval hearing and
18 may object or express his or her views regarding the Settlement and may present evidence and file
19 briefs or other papers that may be proper and relevant to the issues to be heard and determined by the
20 Court as provided in the Notice. Class Members will have forty-five (45) days from the date the
21 Settlement Administrator mails the Class Notice to postmark their written objections to the
22 Settlement Administrator.

23 14. A final approval hearing shall be held before this Court on _____ at
24 _____ AM in Department 17 of the Los Angeles County Superior Court to determine all necessary
25 matters concerning the Settlement, including: whether the proposed settlement of the Action on the
26 terms and conditions provided for in the Agreement is fair, adequate and reasonable and should be
27 finally approved by the Court; whether an Order Granting Final Approval should be entered herein;
28

whether the plan of allocation contained in the Agreement should be approved as fair, adequate and reasonable to the Class Members; and to finally approve the Class Counsel Award, Class Representative Service Award, and the Settlement Administration Costs. All papers in support of the motion for final approval and the motion for Attorneys' Fees and Costs and Class Representative Service Award shall be filed with the Court and served on all counsel no later than sixteen (16) court days before the hearing.

15. Neither the Settlement nor any exhibit, document, or instrument delivered thereunder shall be construed as a concession or admission by Defendant in any way, and shall not be used as evidence of, or used against Defendant as, an admission or indication in any way, including with respect to any claim of any liability, wrongdoing, fault, or omission by Defendant or with respect to the truth of any allegation asserted by any person. Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as, received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not limited to, evidence of a presumption, concession, indication or admission by Defendant of any liability, fault, wrongdoing, omission, concession or damage.

16. In the event the Settlement does not become effective in accordance with the terms of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to become effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties shall revert to their respective positions as of before entering into the Agreement. In such an event, the Court's orders regarding the Settlement, including this Preliminary Approval Order, shall not be used or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of the Settlement Agreement with respect to the effect of the Settlement Agreement if it is not approved.

17. Pending final determination of whether the Settlement should be approved, the Class Representative and all members of the Class are barred and enjoined from filing, commencing, prosecuting, intervening in, instigating or in any way participating in the commencement or

1 prosecution of any lawsuit, action or administrative, regulatory, arbitration or other proceeding, in
2 any forum, asserting any claims that are, or relate in any way to, the Class Representative's Released
3 Claims or the Released Class Claims or the Released PAGA Claims, unless and until they submit a
4 timely request for exclusion pursuant to the Agreement.

5 18. The Court reserves the right to adjourn or continue the date of the final approval
6 hearing and all dates provided for in the Agreement without further notice to Settlement Class and
7 retains jurisdiction to consider all further applications arising out of or connected with the proposed
8 Settlement.

9
10 Dated: _____

JUDGE OF THE SUPERIOR COURT

EXHIBIT 1

1 JEAN-CLAUDE LAPUYADE, ESQ. (SBN 248676)
2 **JCL LAW FIRM, APC**
3 3990 OLD TOWN AVENUE, SUITE C204
4 SAN DIEGO, CA 92110
5 TEL: 619-599-8292
6 FAX: 619-599-8291

7 **ZAKAY LAW GROUP, APLC**
8 SHANI O. ZAKAY (STATE BAR #277924)
9 3990 OLD TOWN AVENUE, SUITE C204
10 SAN DIEGO, CA 92110
11 TEL: (619) 255-9047
12 FAX: (858) 404-9203

13 Attorneys for Plaintiff Yvette Molina

14 CAMILO ECHAVARRIA (State Bar No. 192481)
15 camiloechavarria@dwt.com
16 EVELYN WANG (State Bar No. 273622)
17 evelynwang@dwt.com
18 PAUL RODRIGUEZ (State Bar No. 307139)
19 paulrodriguez@dwt.com
20 DAVIS WRIGHT TREMAINE LLP
21 865 South Figueroa Street, 24th Floor
22 Los Angeles, California 90017-2566
23 Telephone: (213) 633-6800
24 Fax: (213) 633-6899

25 Attorneys for Defendant Hawaiian Airlines, Inc.

26 **SUPERIOR COURT OF CALIFORNIA**

27 **COUNTY OF LOS ANGELES**

28 YVETTE MOLINA, an individual, on behalf
of herself and on behalf of all persons
similarly situated,

PLAINTIFF,

vs.

HAWAIIAN AIRLINES, INC., a
Corporation; and DOES 1 through 50,
Inclusive;

DEFENDANTS.

Case No. 20STCV28079

[Action Filed 07/23/2020]

**STIPULATION OF CLASS ACTION
SETTLEMENT AND RELEASE OF
CLAIMS**

Judge: Hon. Maren E. Nelson
Dept.: 17

1 This Stipulation of Class Action Settlement and Release of Claims is entered into by and
2 between Plaintiff YVETTE MOLINA (hereinafter “Plaintiff”), individually and on behalf of others
3 similarly situated, and Defendant HAWAIIAN AIRLINES, INC. (hereinafter “Defendant”):

4 **I. DEFINITIONS**

- 5 A. “Action” shall mean the putative class action lawsuit designated *Molina v. Hawaiian*
6 *Airlines, Inc.*, Los Angeles County Superior Court, Case No. 20STCV28079, filed
7 July 23, 2020.
- 8
- 9 B. “Aggrieved Employees” shall mean all non-exempt Clerical, Office, Stores, Fleet and
10 Passenger Service Employees under the collective bargaining agreement between
11 Defendant and the International Association of Machinists and Aerospace Workers
12 (AFL-CIO) (“IAMC”), who are or previously were employed by Defendant in
13 California during the PAGA Period.
- 14
- 15 C. “Agreement” or “Settlement Agreement” means this Stipulation of Settlement of
16 Class Action and Release of Claims.
- 17
- 18 D. “Class Counsel” shall mean Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC and
19 Shani Zakay of Zakay Law Group, APLC.
- 20
- 21 E. “Class Counsel Award” means the award of fees and expenses that the Court
22 authorizes to be paid to Class Counsel for the services they have rendered to Plaintiff
23 and the Class in the Action, consisting of attorneys’ fees not to exceed one-third of
24 the Gross Settlement Amount, currently estimated to be \$250,000 out of \$750,000
25 plus actual costs and expenses not to exceed \$25,000.00 subject to Court approval.
26 Class Counsel’s award for attorneys’ fees will be divided equally between Class
27 Counsel (50% to JCL Law Firm, APC and 50% to Zakay Law Group, APLC).
- 28

- 1 F. "Class Data" means information regarding Class Members that Defendant will in
2 good faith compile from its records and provide to the Settlement Administrator. It
3 shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class
4 Member's full name; last known address; Social Security Number; and start dates and
5 end dates of employment.
6
- 7 G. "Class Members" or the "Class" means all non-exempt Clerical, Office, Stores, Fleet
8 and Passenger Service Employees under the collective bargaining agreement between
9 Defendant and the IAMC, who are or previously were employed by Defendant in
10 California during the period of April 6, 2016 through and including August 31, 2021
11 (the "Class Period").
12
- 13 H. "Class Period" means the period from April 6, 2016 through and including August
14 31, 2021.
15
- 16 I. "Class Representative Service Award" means the amount that the Court authorizes to
17 be paid to the Class Representative, in addition to her Individual Settlement Payment
18 and her pro-rata share of the PAGA Settlement Payment, in recognition of her efforts
19 and risks in assisting with the prosecution of the Action and in exchange for executing
20 a General Release of Defendant.
21
- 22 J. "Class Representative" shall mean plaintiff YVETTE MOLINA.
23
- 24 K. "Court" means the Superior Court for the State of California, County of Los Angeles
25 presiding over the Action.
26
- 27 L. "Defendant" shall mean HAWAIIAN AIRLINES, INC.
28

1 M. "Effective Date" means the earliest date, following entry by the Court of an order
2 and judgment finally approving this Settlement, upon which one of the following have
3 occurred: (i) if no objection is filed to the Settlement and no objector appears at the
4 hearing on final approval, the date of the Court's entry of the order granting final
5 approval of the Settlement and judgment thereon, (ii) if an objection is filed to the
6 Settlement and/or an objector appears at the hearing on final approval, then the earlier
7 of the following: (a) if objections are overruled, and no appeal is taken, then the
8 expiration of all potential appeal periods without a filing of a notice of appeal of the
9 final approval order or judgment; (b) 20 calendar days after final affirmance of the
10 final approval order and judgment by an appellate court as a result of any appeal(s),
11 or (c) final dismissal or denial of all such appeals (including any petition for review,
12 rehearing, certiorari, etc.) such that the final approval order and judgment is no longer
13 subject to further judicial review.
14

15
16 N. "Funding Date" shall mean sixty-five (65) calendar days after the Effective Date and
17 is the date Defendant transfers the Total Settlement Amount into the QSF in accord
18 with the terms of this Agreement.
19

20 O. "Gross Settlement Amount" means the total sum of Seven Hundred Fifty Thousand
21 Dollars (\$750,000.00) to be paid by Defendant in full satisfaction of all Released
22 Class Claims and Released PAGA Claims, which includes the sum of the Individual
23 Settlement Payments, the Class Representative Service Awards, the Class Counsel
24 Award, PAGA Settlement Payment, and the Settlement Administration Costs. The
25 employer's share of payroll taxes as to the portion of Individual Settlement Payments
26
27
28

1 constituting wages shall be paid by Defendant separate from the Gross Settlement
2 Amount.

3
4 P. "Individual Settlement Payment" means the amount payable from the Net Settlement
5 Amount to each Settlement Class Member and excludes any amounts distributed to
6 Aggrieved Employees pursuant to PAGA.

7
8 Q. "Net Settlement Amount" or "NSA" means the Gross Settlement Amount, less Class
9 Counsel Award, Class Representative Service Award, PAGA Settlement Payment,
10 and Settlement Administration Costs.

11
12 R. "Notice Packet" means the Class Notice to be provided to the Class Members by the
13 Settlement Administrator in the form set forth as Exhibit A to this Agreement (other
14 than formatting changes to facilitate printing by the Settlement Administrator).

15 S. "PAGA" means the California Labor Code Private Attorneys General Act of 2004,
16 Labor Code § 2698 *et seq.*

17
18 T. "PAGA Payment Ratio" means the respective Workweeks during the PAGA Period
19 for each Aggrieved Employee divided by the sum total of the Workweeks for all
20 Aggrieved Employees during the PAGA Period.

21
22 U. "PAGA Period" means the period of April 6, 2019 through and including August 31,
23 2021.

24
25 V. "PAGA Settlement Payment" shall mean Forty Thousand Dollars (\$40,000.00) to be
26 allocated from the Gross Settlement Amount, with 25% of the payment going to the
27

1 Aggrieved Employees and 75% of the payment going to the Labor and Workforce
2 Development Agency (“LWDA”).

3
4 W. “Parties” means Plaintiff and Defendant, collectively, and “Party” shall mean either
5 Plaintiff or Defendant, individually.

6
7 X. “Payment Ratio” means the respective Workweeks for each Class Member divided
8 by the sum total Workweeks for all Class Members.

9
10 Y. “Plaintiff” shall mean YVETTE MOLINA.

11
12 Z. “QSF” means the Qualified Settlement Fund established, designated and maintained
13 by the Settlement Administrator to fund the Gross Settlement Amount.

14 AA. “Released Class Claims” means all class action claims arising out of or related to the
15 factual allegations pled in the Action, including the operative complaint, which
16 occurred during the Class Period. The Released Class Claims include but are not
17 limited to all claims arising out of or related to unpaid minimum wage and overtime
18 resulting from off-the-clock work during the Class Period. Upon entry of final
19 judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff
20 and the Settlement Class Members will release Defendant and the Released Parties
21 from all remedies that could be claimed in connection with the Released Claims
22 including, but not limited to, statutory, constitutional, contractual damages, unpaid
23 costs, penalties, punitive damages, interest, attorneys’ fees, litigation costs,
24 restitution, and equitable relief.

25
26
27 BB. “Released PAGA Claims” means any and all claims for civil penalties, fees and costs
28

1 arising under PAGA expressly alleged in the Action (including the operative
2 complaint) and Plaintiff's notice letter to the LWDA which occurred during the
3 PAGA Period.
4

5 CC. "Released Parties" shall mean Defendant and all affiliated predecessor and successor
6 entities, and each such entity's respective present and former subsidiaries, affiliates,
7 parents, agents, employees, members, investors, partners, owners, directors, officers,
8 attorneys, trustees, insurers, representatives, predecessors, successors, and assigns.
9

10 DD. "Response Deadline" means the date forty-five (45) days after the Settlement
11 Administrator mails Notice Packets to Class Members and the last date on which
12 Class Members may submit written requests for exclusion or objections to the
13 Settlement.
14

15 EE. "Settlement" means the disposition of the Action pursuant to this Agreement.
16

17 FF. "Settlement Administrator" means ILYM Group Inc., 14771 Plaza Drive, Ste. L,
18 Tustin, CA 92780; Tel: 1-888-250-6810; Fax: 1-888-845-6185. The Settlement
19 Administrator establishes, designates and maintains, as a QSF under Internal Revenue
20 Code section 468B and Treasury Regulation section 1.468B-1, into which the Gross
21 Settlement Amount is deposited for the purpose of resolving the claims of Settlement
22 Class Members and Aggrieved Employees. The Settlement Administrator shall
23 maintain the funds until distribution in an account(s) segregated from the assets of
24 Defendant and any person related to Defendant. ***Interest accrued on the Gross
25 Settlement Amount, if any, shall be paid and distributed to the Settlement Class
26 Members as part of their respective Individual Settlement Payment.***
27
28

1 GG. "Settlement Class Members" or "Settlement Class" means all Class Members who
2 have not submitted a timely and valid written request for exclusion as provided in this
3 Agreement.

4
5 HH. "Workweeks", for purposes of calculating the distribution of the Net Settlement
6 Amount, means the number of weeks of employment during the Class Period that
7 each Class Member worked in California. The Settlement Administrator will calculate
8 the number of Workweeks by calculating the number of days each Class Member was
9 employed during the Class Period, dividing by seven (7), and rounding up to the
10 nearest whole number. For purpose of determining the Individual Settlement
11 Payments and the Settlement Allocation, each Class Member who is a former
12 employee no longer working for Defendant will be assigned two (2) additional
13 Workweeks.
14

15
16 II. "PAGA Workweeks", for purposes of calculating the distribution of the Aggrieved
17 Employee Payment (as defined below in Section III.M.11), as defined herein, means
18 the number of weeks of employment during the PAGA Period that each Aggrieved
19 Employee worked in California. The Settlement Administrator will calculate the
20 number of Workweeks by calculating the number of days each Aggrieved Employee
21 was employed during the PAGA Period, dividing by seven (7), and rounding up to
22 the nearest whole number.
23

24 **II. RECITALS**

25 A. On May 12, 2020, Plaintiff Molina filed a Notice of Violations with the Labor and
26 Workforce Development Agency (LWDA) and served the same on Defendant.
27
28

1 B. On July 23, 2020, plaintiff Molina filed the Action for:

2
3 1. Unfair Competition in Violation of Bus. and Prof. Code sections 17200 *et seq*;

4
5 2. Failure to pay minimum wages in violation of California Labor Code sections
6 1194, 1197 and 1197.1;

7
8 3. Failure to pay overtime wages in violation of California Labor Code sections
9 510 *et seq*;

10
11 4. Failure to provide required meal periods in violation of California Labor Code
12 sections 226.7 and 512 and the applicable IWC wage order;

13
14 5. Failure to provide required rest periods in violation of California Labor Code
15 sections 226.7 and 512 and the applicable IWC wage order;

16
17 6. Failure to provide accurate itemized wage statements in violation of California
18 Labor Code section 226;

19
20 7. Failure to reimburse employees for required expenses in violation of
21 California Labor Code section 2802; and

22
23 8. Failure to provide wages when due in violation of California Labor Code
24 sections 201, 202 and 203.

25 C. On November 3, 2020, Plaintiff Molina filed the First Amended Complaint (“FAC”)
26 against Defendant adding a ninth cause of action for violations of PAGA.

27 D. On June 3, 2021, the Parties participated in mediation presided over by Mark Rudy,
28 Esq., a well-respected wage and hour class action mediator. The mediation concluded

1 in an impasse. However, at the conclusion of the mediation, each side, represented
2 by its respective counsel, agreed to settle the Action based on a Mediator's proposal
3 which was memorialized in the form of a Memorandum of Understanding.
4

- 5 E. This Agreement replaces and supersedes the Memorandum of Understanding and any
6 other agreements, understandings, or representation between the Parties. This
7 Agreement represents a compromise and settlement of highly disputed claims.
8 Nothing in this Agreement is intended or will be construed as an admission by
9 Defendant that the claims in the Action of Plaintiff or the Class Members have merit
10 or that Defendant bears any liability to Plaintiff or the Class on those claims or any
11 other claims, or as an admission by Plaintiff that Defendant's defenses in the Action
12 have merit. The Parties agree to certification of the Class for purposes of this
13 Settlement only. If for any reason the Settlement does not become effective,
14 Defendant reserves the right to contest certification of any class for any reason and
15 reserves all available defenses to the claims in the Action.
16
17

18 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:
19

20 **III. TERMS OF AGREEMENT**

21 A. Settlement Consideration and Settlement Payments by Defendant.

- 22
23 1. Settlement Consideration. In full and complete settlement of the Action, and
24 in exchange for the releases set forth herein, Defendant will pay the Gross
25 Settlement Amount of Seven Hundred Fifty Hundred Thousand Dollars
26 (\$750,000.00), which will be used to pay the Individual Settlement Payment,
27 the Class Representative Service Award, the Class Counsel Award, PAGA
28

1 Settlement Payment, and the Settlement Administration Costs, as specified in
2 this Agreement. The Parties agree that this is a non-reversionary Settlement
3 and that no portion of the Gross Settlement Amount shall revert to Defendant.
4 Other than the Defendant's share of employer payroll taxes on the portion of
5 the Individual Settlement Payments constituting wages, Defendant shall not
6 be required to pay more or less than the Gross Settlement Amount, except as
7 provided for below in Section III.A.2.
8

- 9
- 10 2. Class Size. At the time of mediation, Defendant estimated that the Settlement
11 Class was comprised of 335 individuals who collectively worked
12 approximately 28,500 Workweeks ("Projected Workweeks"). In regard
13 hereto, Defendant will provide a declaration under penalty of perjury
14 confirming the number of Class Members and Workweeks during the Class
15 Period. If, at the time of Defendant's declaration, the actual number of
16 Workweeks exceeds the Projected Workweeks by more than 10% -- that is,
17 the actual number of Workweeks exceeds 31,350 Workweeks-- Defendant
18 shall have the option to increase the Gross Settlement Amount proportionally
19 with each added Workweek at a rate of \$23.92 per Workweek. In the event
20 this provision is triggered, the Gross Settlement Amount will automatically
21 increase accordingly, the Class Counsel Award requested will increase
22 proportionally, the Administration costs will increase as necessary, and all
23 such changes will be incorporated into the Notice Packet without the need for
24 further/additional approval of the Court.
25
26
27
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3. Settlement Payment. Defendant shall pay, via wire transfer, the Gross Settlement Amount to the Settlement Administrator on the Funding Date.

4. Defendant's Share of Payroll Taxes. Defendant's share of employer side payroll taxes on the portion of the Individual Settlement Payments constituting wages are in addition to the Gross Settlement Amount and shall be paid together with the Gross Settlement Amount.

B. Release by Settlement Class Members. As of the Funding Date, in exchange for the consideration set forth in this Agreement, Plaintiff and the Settlement Class Members release the Released Parties from the Released Class Claims for the Class Period.

C. Release by the Aggrieved Employees. As of the Funding Date, in exchange for the consideration set forth in this Agreement, the Plaintiff, the Aggrieved Employees, the LWDA, and the State of California release the Released Parties from the Released PAGA Claims for the PAGA Period.

D. General Release by Plaintiff. As of the Funding Date, for the consideration set forth in this Agreement, Plaintiff waives, releases, acquits and forever discharges the Released Parties from any and all claims, whether known or unknown, which exist or may exist on her behalf as of the date of this Agreement, including but not limited to any and all tort claims, contract claims, wage claims, wrongful termination claims, disability claims, benefit claims, public policy claims, retaliation claims, statutory claims, personal injury claims, emotional distress claims, invasion of privacy claims, defamation claims, fraud claims, quantum meruit claims, and any and all claims arising under any federal, state or other governmental statute, law, regulation or ordinance, including, but not limited to claims for violation of the Fair Labor

1 Standards Act, the California Labor Code, the Wage Orders of California's Industrial
2 Welfare Commission, other state wage and hour laws, the Americans with
3 Disabilities Act, the Age Discrimination in Employment Act (ADEA), the Employee
4 Retirement Income Security Act, Title VII of the Civil Rights Act of 1964, the
5 California Fair Employment and Housing Act, the California Family Rights Act, the
6 Family Medical Leave Act, California's Whistleblower Protection Act, California
7 Business & Professions Code Section 17200 et seq., and any and all claims arising
8 under any federal, state or other governmental statute, law, regulation or ordinance.
9 Plaintiff also waives and relinquishes any and all claims, rights or benefits that she
10 may have under California Civil Code § 1542, which provides as follows:
11

12
13 ***A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE***
14 ***CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO***
15 ***EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE***
16 ***RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE***
17 ***MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE***
18 ***DEBTOR OR RELEASED PARTY.***
19

20 Thus, notwithstanding the provisions of California Civil Code section 1542, and to
21 implement a full and complete release and discharge of the Released Parties, Plaintiff
22 expressly acknowledges this Settlement Agreement is intended to include in its effect,
23 without limitation, all claims Plaintiff does not know or suspect to exist in Plaintiff's
24 favor at the time of signing this Settlement Agreement, and that this Settlement
25 Agreement contemplates the extinguishment of any such claims. Plaintiff warrants
26 that Plaintiff has read this Settlement Agreement, including this waiver of California
27
28

1 Civil Code section 1542, and that Plaintiff has consulted with or had the opportunity
2 to consult with counsel of Plaintiff's choosing about this Settlement Agreement and
3 specifically about the waiver of California Civil Code section 1542, and that Plaintiff
4 understands this Settlement Agreement and the California Civil Code section 1542
5 waiver, and so Plaintiff freely and knowingly enters into this Settlement Agreement.
6 Plaintiff further acknowledges that Plaintiff later may discover facts different from or
7 in addition to those Plaintiff now knows or believes to be true regarding the matters
8 released or described in this Settlement Agreement, and even so Plaintiff agrees that
9 the releases and agreements contained in this Settlement Agreement shall remain
10 effective in all respects notwithstanding any later discovery of any different or
11 additional facts. Plaintiff expressly assumes any and all risk of any mistake in
12 connection with the true facts involved in the matters, disputes, or controversies
13 released or described in this Settlement Agreement or with regard to any facts now
14 unknown to Plaintiff relating thereto.
15
16

17
18 E. Conditions Precedent: This Settlement will become final and effective only upon the
19 occurrence of all of the following events:

- 20 1. The Court enters an order granting preliminary approval of the Settlement;
- 21
22 2. The Court enters an order granting final approval of the Settlement and a Final
23 Judgment;
- 24
25 3. If an objector appears at the final approval hearing, the time for appeal of the
26 Order Granting Final Approval of Class Action Settlement and Final
27 Judgment expires; or, if an appeal is timely filed, there is a final resolution of
28

any appeal from the Order Granting Final Approval of Class Action Settlement and Final Judgment; and

4. Defendant fully funds the Gross Settlement Amount.

F. Nullification of Settlement Agreement. In the event that this Settlement Agreement is not preliminarily or finally approved by the Court, fails to become effective, or is reversed, withdrawn or modified by the Court, or in any way prevents or prohibits Defendant from obtaining a complete resolution of the Released Claims and Released PAGA Claims, or if Defendant fails to fully fund the Gross Settlement Amount:

1. This Settlement Agreement shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural;

2. The conditional class certification (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural; and

3. None of the Parties to this Settlement will be deemed to have waived any claims, objections, defenses or arguments in the Action, including with respect to the issue of class certification.

G. Certification of the Settlement Class. The Parties stipulate to conditional class certification of the Class for the Class Period for purposes of settlement only. In the

1 event that this Settlement is not approved by the Court, fails to become effective, or is
2 reversed, withdrawn or modified by the Court, or in any way prevents or prohibits
3 Defendant from obtaining a complete resolution of the Released Claims and Released
4 PAGA Claims, the conditional class certification (obtained for any purpose) shall be
5 void *ab initio* and of no force or effect, shall not be admissible in any judicial,
6 administrative or arbitral proceeding for any purpose or with respect to any issue,
7 substantive or procedural, and Defendant will not be prevented from later contesting
8 class certification.
9

10
11 H. Tax Liability. The Parties make no representations as to the tax treatment or legal
12 effect of the payments called for, and Class Members and/or Aggrieved Employees are
13 not relying on any statement or representation by the Parties in this regard. Class
14 Members and/or Aggrieved Employees understand and agree that they will be
15 responsible for the payment of any taxes and penalties assessed on the Individual
16 Settlement Payments and/or Aggrieved Employees' individual shares of the PAGA
17 Settlement Payment described and will be solely responsible for any penalties or other
18 obligations resulting from their personal tax reporting of Individual Settlement
19 Payments and/or Aggrieved Employees' individual shares of the PAGA Settlement
20 Payment.
21

22
23 I. Circular 230 Disclaimer. EACH PARTY TO THIS AGREEMENT (FOR PURPOSES
24 OF THIS SECTION, THE "ACKNOWLEDGING PARTY" AND EACH PARTY TO
25 THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN
26 "OTHER PARTY") ACKNOWLEDGES AND AGREES THAT: (1) NO
27 PROVISION OF THIS AGREEMENT, AND NO WRITTEN COMMUNICATION
28

1 OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR
2 ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR
3 SHALL ANY SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR
4 BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE
5 MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230
6 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A)
7 HAS RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT
8 LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN
9 CONNECTION WITH THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS
10 AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER
11 PARTY OR ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C)
12 IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
13 DISCLOSURE BY ANY ATTORNEY OR ADVISER TO ANY OTHER PARTY TO
14 AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE
15 ACKNOWLEDGING PARTY, AND (3) NO ATTORNEY OR ADVISER TO ANY
16 OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE
17 CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISER'S TAX
18 STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS
19 LEGALLY BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING
20 PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY
21 TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY
22 THIS AGREEMENT.
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1 J. Preliminary Approval Motion. At the earliest practicable time, Plaintiff shall file with
2 the Court a Motion for Order Granting Preliminary Approval and supporting papers,
3 which shall include this Settlement Agreement.
4

5 K. Settlement Administrator. The Settlement Administrator shall be responsible for:
6 establishing and administering the QSF; calculating, processing and mailing payments
7 to the Class Representatives, Class Counsel, LWDA and Class Members; printing and
8 mailing the Notice Packets to the Class Members as directed by the Court; receiving
9 and reporting the objections and requests for exclusion; calculating, deducting and
10 remitting all legally required taxes from Individual Settlement Payments and
11 distributing tax forms for the Wage Portion and Non-Wage Portion of the Individual
12 Settlement Payments and/or Aggrieved Employees' individual shares of the PAGA
13 Settlement Payment; processing and mailing tax payments to the appropriate state and
14 federal taxing authorities; providing declaration(s) as necessary in support of
15 preliminary and/or final approval of this Settlement; and other tasks as the Parties
16 mutually agree or the Court orders the Settlement Administrator to perform. The
17 Settlement Administrator shall keep the Parties timely apprised of the performance of
18 all Settlement Administrator responsibilities by among other things, sending a weekly
19 status report to the Parties' counsel stating the date of the mailing, the number of
20 written requests for exclusion it receives (including the numbers of valid and
21 deficient), and number of objections received.
22
23
24

25 L. Notice Procedure.
26

27 1. Class Data. No later than ten (10) business days after the Preliminary
28 Approval Date, Defendant shall provide the Settlement Administrator with the

1 Class Data for purposes of preparing and mailing Notice Packets to the Class
2 Members.

3
4 2. Notice Packets.

- 5
6 a) The Notice Packet shall contain the Notice of Class Action Settlement
7 in a form substantially similar to the form attached as Exhibit A. The
8 Notice of Class Action Settlement shall inform Class Members and
9 Aggrieved Employees that they need not do anything in order to
10 receive an Individual Settlement Payment and/or Aggrieved
11 Employees' individual shares of the PAGA Settlement Payment and
12 to keep the Settlement Administrator apprised of their current mailing
13 address, to which the Individual Settlement Payments and/or
14 Aggrieved Employees' individual shares of the PAGA Settlement
15 Payment will be mailed following the Funding Date. The Notice of
16 Class Action Settlement shall set forth the release to be given by all
17 members of the Class who do not request to be excluded from the
18 Settlement Class and/or Aggrieved Employees' in exchange for an
19 Individual Settlement Payment and/or Aggrieved Employees'
20 individual shares of the PAGA Settlement Payment, the number of
21 Workweeks worked by each Class Member during the Class Period
22 and PAGA Period, if any, and the estimated amount of their Individual
23 Settlement Payment if they do not request to be excluded from the
24 Settlement and each Aggrieved Employee's share of the PAGA
25 Settlement, if any. The Settlement Administrator shall use the Class
26
27
28

1 Data to determine Class Members' Workweeks and PAGA
2 Workweeks.

3
4 b) The Notice Packet's mailing envelope shall include the following
5 language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE
6 ENTITLED TO PARTICIPATE IN A CLASS ACTION
7 SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR
8 ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED
9 NOTICE."
10

11 3. Notice by First Class U.S. Mail and Email. Upon receipt of the Class Data,
12 the Settlement Administrator will perform a search based on the National
13 Change of Address Database to update and correct any known or identifiable
14 address changes. No later than fourteen (14) calendar days after receiving the
15 Class Data from Defendant, the Settlement Administrator shall mail and email
16 copies of the Notice Packet to all Class Members via regular First-Class U.S.
17 Mail and electronic mail. The Settlement Administrator shall exercise its best
18 judgment to determine the current mailing address for each Class Member.
19 The address identified by the Settlement Administrator as the current mailing
20 address shall be presumed to be the best mailing address for each Class
21 Member.
22
23

24 4. Undeliverable Notices. Any Notice Packets returned to the Settlement
25 Administrator as non-delivered on or before the Response Deadline shall be
26 re-mailed to any forwarding address provided. If no forwarding address is
27 provided, the Settlement Administrator shall promptly attempt to determine a
28

1 correct address by lawful use of skip-tracing, or other search using the name,
2 address and/or Social Security number of the Class Member involved, and
3 shall then perform a re-mailing, if another mailing address is identified by the
4 Settlement Administrator. In addition, if any Notice Packets, which are
5 addressed to Class Members who are currently employed by Defendant, are
6 returned to the Settlement Administrator as non-delivered and no forwarding
7 address is provided, the Settlement Administrator shall notify Defendant.
8 Defendant will request that the currently employed Class Member provide a
9 corrected address, and transmit to the Administrator any corrected address
10 provided by the Class Member. Class Members who received a re-mailed
11 Notice Packet shall have their Response Deadline extended fifteen (15) days
12 from the original Response Deadline.
13
14

- 15 5. Disputes Regarding Individual Settlement Payments. Class Members will
16 have the opportunity, should they disagree with Defendant's records regarding
17 the start and end dates of employment, to provide documentation and/or an
18 explanation to show contrary dates. If there is a dispute, the Settlement
19 Administrator will consult with the Parties to determine whether an
20 adjustment is warranted. The Settlement Administrator shall determine the
21 eligibility for, and the amounts of, any Individual Settlement Payments under
22 the terms of this Agreement. The Settlement Administrator's determination
23 of the eligibility for and amount of any Individual Settlement Payment shall
24 be binding upon the Class Member and the Parties.
25
26
27
28

1 6. Disputes Regarding Administration of Settlement. Any disputes not resolved
2 by the Settlement Administrator concerning the administration of the
3 Settlement will be resolved by the Court under the laws of the State of
4 California. Before any such involvement of the Court, counsel for the Parties
5 will confer in good faith to resolve the disputes without the necessity of
6 involving the Court.
7

8 7. Exclusions. The Notice of Class Action Settlement contained in the Notice
9 Packet shall state that Class Members who wish to exclude themselves from
10 the Settlement must submit a written request for exclusion by the Response
11 Deadline. The written request for exclusion must state that the Class Member
12 wishes to exclude himself or herself from the Settlement and (1) must contain
13 the name, address, and the last four digits of the Social Security number of the
14 person requesting exclusion; (2) must be signed by the Class Member; (3)
15 must be postmarked or fax stamped by the Response Deadline and returned to
16 the Settlement Administrator at the specified address or fax telephone number;
17 and (4) contain a typewritten or handwritten notice stating in substance: "I
18 have read the Class Notice and I wish to opt out of the settlement of the class
19 action lawsuit entitled *Yvette Molina, et al. v. Hawaiian Airlines, Inc.*,
20 currently pending in the Superior Court for the County of Los Angeles, Case
21 No. 20STCV28079. I understand that by requesting to be excluded from the
22 settlement, I will receive no money from the Settlement described in this
23 Notice." The request for exclusion will not be valid if it is not timely
24 submitted, if it is not signed by the Class Member, or if it does not contain the
25 name and address and last four digits of the Social Security number of the
26
27
28

1 Class Member. The date of the postmark on the mailing envelope or fax stamp
2 on the request for exclusion shall be the exclusive means used to determine
3 whether the request for exclusion was timely submitted. Any Class Member
4 who requests to be excluded from the Settlement Class will not be entitled to
5 an Individual Settlement Payment and will not be otherwise bound by the
6 terms of the Settlement or have any right to object, appeal or comment
7 thereon. However, any Class Member that submits a timely request for
8 exclusion that is also a member of the Aggrieved Employees will still receive
9 their pro rata share of the PAGA Settlement, as specified below, and in
10 consideration, will be bound by the Release by the Aggrieved Employees as
11 set forth herein. Settlement Class Members who fail to submit a valid and
12 timely written request for exclusion on or before the Response Deadline shall
13 be bound by all terms of the Settlement and any final judgment entered in this
14 Action if the Settlement is approved by the Court. No later than fourteen (14)
15 calendar days after the Response Deadline, the Settlement Administrator shall
16 provide counsel for the Parties with a final list of the Class Members who have
17 timely submitted written requests for exclusion. At no time shall any of the
18 Parties or their counsel seek to solicit or otherwise encourage members of the
19 Class to submit requests for exclusion from the Settlement.
20
21
22

- 23 8. Objections. The Notice of Class Action Settlement contained in the Notice
24 Packet shall state that Class Members who wish to object to the Settlement
25 may submit to the Settlement Administrator a written statement of objection
26 by the Response Deadline. The postmark date of mailing shall be deemed the
27 exclusive means for determining that a written objection was served timely.
28

1 The written objection must be signed by the Settlement Class Member and
2 state: (1) the case name and number; (2) the name of the Settlement Class
3 Member; (3) the address of the Settlement Class Member; (4) the last four
4 digits of the Settlement Class Member's Social Security number; (5) the basis
5 for the objection; and (6) if the Settlement Class Member intends to appear at
6 the Final Approval/Settlement Fairness Hearing. Class Members who fail to
7 make objections in writing in the manner specified above may still make their
8 objections orally at the Final Approval/Settlement Fairness Hearing with the
9 Court's permission. Settlement Class Members will have a right to appear at
10 the Final Approval/Settlement Fairness Hearing to have their objections heard
11 by the Court. At no time shall any of the Parties or their counsel seek to solicit
12 or otherwise encourage Class Members to file or serve written objections to
13 the Settlement or appeal from the Order Granting Final Approval of the
14 Settlement and Final Judgment. Class Members who submit a written request
15 for exclusion may not object to the Settlement. Class Members may not object
16 to the PAGA Settlement
17
18
19

20 M. Funding and Allocation of the Gross Settlement Amount. Defendant is required to pay
21 the Gross Settlement Amount on or before the Funding Date, plus any employer's
22 share of payroll taxes on the portion of the Individual Settlement Payments constituting
23 wages as mandated by law within the time specified herein.
24

25 1. Individual Settlement Payments. Individual Settlement Payments shall be
26 paid from the Net Settlement Amount and shall be paid pursuant to the
27 formula set forth herein. Using the Class Data, the Settlement Administrator
28

1 shall add up the total number of Workweeks for all Class Members. The
2 respective Workweeks for each Class Member will be divided by the total
3 Workweeks for all Class Members, resulting in the Payment Ratio for each
4 Class Member. Each Class Member's Payment Ratio will then be multiplied
5 by the Net Settlement Amount to calculate each Class Member's estimated
6 Individual Settlement Payment. Each Individual Settlement Payment will be
7 reduced by any legally mandated employee tax withholdings (e.g., employee
8 payroll taxes, etc.). Individual Settlement Payments allocated to Class
9 Members who submit valid and timely requests for exclusion will be
10 redistributed to Settlement Class Members who do not submit valid and timely
11 requests for exclusion on a pro rata basis based on their respective Payment
12 Ratios.
13
14

- 15 2. Calculation of Individual Payments to the Aggrieved Employees. Using the
16 Class Data, the Settlement Administrator shall add up the total number of
17 PAGA Workweeks for all Aggrieved Employees during the PAGA Period.
18 The respective PAGA Workweeks for each Aggrieved Employee will be
19 divided by the total PAGA Workweeks for all Aggrieved Employees,
20 resulting in the "PAGA Payment Ratio" for each Aggrieved Employee. Each
21 Aggrieved Employee's PAGA Payment Ratio will then be multiplied by the
22 Aggrieved Employee Payment (as defined below in Section III.M.11) to
23 calculate each Aggrieved Employee's estimated share of the PAGA
24 Settlement Payment.
25
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1 3. Allocation of Individual Settlement Payments. For tax purposes, Individual
2 Settlement Payments shall be allocated and treated as follows: 20% as wages
3 (“Wage Portion”); 80% as penalties and interest (“Non-Wage Portion”). The
4 Wage Portion is subject to payroll tax withholdings and shall be reported on
5 IRS Form W-2. The Non-Wage Portion shall not be subject to payroll tax
6 withholdings and shall be reported on IRS Form 1099.
7

8 4. Allocation of Aggrieved Employee Payments. For tax purposes, Aggrieved
9 Employee Payments (as defined below in Section III.M.11) shall be allocated
10 and treated as 100% penalties and shall be reported on IRS Form 1099.
11

12 5. No Credit Toward Benefit Plans. The Individual Settlement Payments and
13 individual shares of the PAGA Settlement Payment made to Settlement Class
14 Members and/or Aggrieved Employees under this Settlement Agreement, as
15 well as any other payments made pursuant to this Settlement Agreement, will
16 not be utilized to calculate any additional benefits under any benefit plans to
17 which any Class Members may be eligible, including, but not limited to profit-
18 sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans,
19 sick leave plans, PTO plans, and any other benefit plan. Rather, it is the
20 Parties’ intention that this Settlement Agreement will not affect any rights,
21 contributions, or amounts to which any Class Members may be entitled under
22 any benefit plans.
23

24
25 6. All monies received by Settlement Class Members under the Settlement which
26 are attributable to wages shall constitute income to such Settlement Class
27 Members solely in the year in which such monies actually are received by the
28

1 Settlement Class Members. It is the intent of the Parties that Individual
2 Settlement Payments and individual shares of the PAGA Settlement Payment
3 provided for in this Settlement agreement are the sole payments to be made by
4 Defendant to Settlement Class Members and/or Aggrieved Employees in
5 connection with this Settlement Agreement, with the exception of Plaintiff, and
6 that the Settlement Class Members and/or Aggrieved Employees are not entitled
7 to any new or additional compensation or benefits as a result of having received
8 the Individual Settlement Payments and/or their shares of the PAGA Settlement
9 Payment.
10

11
12 7. Mailing. Individual Settlement Payments and Aggrieved Employee Payments
13 (as defined below in Section III.M.11) shall be mailed by regular First-Class
14 U.S. Mail to Settlement Class Members' and/or Aggrieved Employees last
15 known mailing address no later than fifteen (15) calendar days after the
16 Funding Date.
17

18 8. Expiration. Any checks issued to Settlement Class Members and Aggrieved
19 Employees shall remain valid and negotiable for one hundred and eighty (180)
20 days from the date of their issuance. If a Settlement Class Member and/or
21 Aggrieved Employee does not cash his or her settlement check within 90 days,
22 the Settlement Administrator will send a letter to such persons, advising that
23 the check will expire after the 180th day, and invite that Settlement Class
24 Member and/or Aggrieved Employee to request reissuance in the event the
25 check was destroyed, lost or misplaced. In the event an Individual Settlement
26 Payment and/or Aggrieved Employee's individual share of the PAGA
27
28

1 Settlement check has not been cashed within one hundred and eighty (180)
2 days, all funds represented by such uncashed checks, plus any interest accrued
3 thereon, shall be distributed consistent with California Code of Civil
4 Procedure Section 384 as follows: to The Children's Advocacy Institute
5 (CAI), founded at the nonprofit University of San Diego School of Law in
6 1989. Neither Class Counsel nor Defendant's counsel, nor any of the Parties,
7 has any interest, pecuniary or otherwise, in CAI. The court shall set a date
8 when the parties shall report to the court the total amount that was actually
9 paid to the Class Members. After the report is received, the court shall amend
10 the judgment to direct the Settlement Administrator to pay the sum of the
11 unpaid residue as a result of uncashed Class Member checks, plus interest that
12 has accrued thereon, to the CAI. Neither Class Counsel nor Defense Counsel
13 or the Parties have any interest, pecuniary or otherwise, in the CAI.

- 14
15
16 9. Class Representative Service Award. In addition to the Individual Settlement
17 Payment and her individual share of the PAGA Settlement Payment to be paid
18 to Plaintiff, Plaintiff will apply to the Court for an award of not more than
19 \$10,000, as the Class Representative Service Award. Defendant does not
20 presently intend to oppose a Class Representative Service Award of not more
21 than \$10,000 for Plaintiff. The Settlement Administrator shall pay the Class
22 Representative Service Award, either in the amount stated herein if approved
23 by the Court or some other amount as approved by the Court, to Plaintiff from
24 the Gross Settlement Amount no later than fifteen (15) calendar days after the
25 Funding Date. Any portion of the requested Class Representative Service
26 Awards that is not awarded to the Class Representative shall be part of the Net
27
28

1 Settlement Amount and shall be distributed to Settlement Class Members as
2 provided in this Agreement. The Settlement Administrator shall issue an IRS
3 Form 1099 — MISC to Plaintiff for her Class Representative Service Award.
4 Plaintiff shall be solely and legally responsible to pay any and all applicable
5 taxes on her Class Representative Service Award and shall hold harmless the
6 Released Parties from any claim or liability for taxes, penalties, or interest
7 arising as a result of the Class Representative Service Awards. The Class
8 Representative Service Award shall be in addition to Plaintiff's Individual
9 Settlement Payment as a Settlement Class Member. Approval of this
10 Settlement shall not be conditioned on Court approval of the requested amount
11 of the Class Representative Service Award. In the event that the Court reduces
12 or does not approve the requested Class Representative Service Award,
13 Plaintiff shall not have the right to revoke the Settlement, and it will remain
14 binding.
15
16

- 17
18 10. Class Counsel Award. Defendant understands a motion by Class Counsel for
19 attorneys' fees not to exceed one-third of the Gross Settlement Amount
20 currently estimated to be \$250,000.00 plus actual costs and expenses
21 supported by declaration not to exceed Twenty-Five Thousand Dollars
22 (\$25,000.00), from the Gross Settlement Amount will be filed. Any portion
23 of the requested Class Counsel Award that is not awarded to Class Counsel
24 shall be part of the Net Settlement Amount and shall be distributed to
25 Settlement Class Members as provided in this Agreement. The Settlement
26 Administrator shall allocate and pay the Class Counsel Award to Class
27 Counsel from the Gross Settlement Amount no later than fifteen (15) calendar
28

1 days after the Funding Date. Class Counsel shall be solely and legally
2 responsible to pay all applicable taxes on the payment made pursuant to this
3 paragraph. The Settlement Administrator shall issue an IRS Form 1099 —
4 MISC to Class Counsel for the payments made pursuant to this paragraph. In
5 the event that the Court reduces or does not approve the requested Class
6 Counsel Award, Plaintiff and Class Counsel shall not have the right to revoke
7 the Settlement, or to appeal such order, and the Settlement will remain
8 binding.
9

10
11 11. PAGA Settlement Payment. Forty Thousand Dollars (\$40,000) shall be
12 allocated from the Gross Settlement Amount for settlement of claims for civil
13 penalties under the Labor Code Private Attorneys General Act of 2004 (i.e.,
14 the “PAGA Settlement Payment”). The Settlement Administrator shall pay
15 seventy-five percent (75%) of the PAGA Settlement Payment (\$30,000) to the
16 California Labor and Workforce Development Agency no later than fifteen
17 (15) calendar days after the Funding Date (hereinafter “LWDA Payment”).
18 Twenty-five (25%) of the PAGA Settlement (\$10,000) will be distributed to
19 the Aggrieved Employees as described in this Agreement (the “Aggrieved
20 Employee Payment”). For purposes of distributing the PAGA Settlement to
21 the Aggrieved Employees, each Aggrieved Employee shall receive their pro-
22 rata share of the Aggrieved Employee Payment using the PAGA Payment
23 Ratio as defined above.
24

25
26 12. Settlement Administration Costs. The Settlement Administrator shall be paid
27 for the costs of administration of the Settlement from the Gross Settlement
28

Amount. The estimate of the Settlement Administration Costs is \$10,000. The Settlement Administrator shall be paid the Settlement Administration Costs no later than twenty-five (25) calendar days after the Funding Date.

N. Final Approval Motion. Class Counsel and Plaintiff shall use best efforts to file with the Court a Motion for Order Granting Final Approval and Entering Judgment, within twenty-eight (28) days following the expiration of the Response Deadline, which motion shall request final approval of the Settlement and a determination of the amounts payable for the Class Representative Service Award, the Class Counsel Award, the PAGA Settlement Payment, and the Settlement Administration Costs.

1. Declaration by Settlement Administrator. No later than fourteen (14) days after the Response Deadline, the Settlement Administrator shall submit a declaration in support of Plaintiff's motion for final approval of this Settlement detailing the number of Notice Packets mailed and re-mailed to Class Members, the number of undeliverable Notice Packets, the number of timely requests for exclusion, the number of objections received, the amount of the average Individual Settlement Payment and highest Individual Settlement Payment, the Settlement Administration Costs, and any other information as the Parties mutually agree or the Court orders the Settlement Administrator to provide.

2. Final Approval Order and Judgment. Class Counsel shall present an Order Granting Final Approval of Class Action Settlement to the Court for its approval, and Judgment thereon, at the time Class Counsel files the Motion for Final Approval. After entry of the Judgment, the Settlement

1 Administrator will provide notice of the final judgment to the Class Members
2 by posting the Judgment on the administrator's website.
3

4 N. Defendant's Option to Revoke Settlement. Defendant has the unilateral right to
5 revoke the Settlement and Defendant shall have, in its sole discretion, the option to
6 terminate this Settlement if, after the Response Deadline, the number of Settlement
7 Class Members who submitted timely and valid written requests for exclusion from
8 the Settlement is at least five percent (5%) of all Settlement Class Members. If
9 Defendant exercises the option to terminate this Settlement, Defendant shall: (a)
10 provide written notice to Class Counsel within five (5) calendar days after the
11 Settlement Administrator provides information regarding opt outs (which is to occur
12 no later than fourteen (14) calendar days after the Response Deadline, and (b) pay all
13 Settlement Administration Costs incurred up to the date or as a result of the
14 termination, but shall be relieved of any obligation to pay the Gross Settlement
15 Amount or any other obligations under this Agreement; and the Parties shall proceed
16 in all respects as if this Agreement had not been executed.
17
18

19 O. Review of Motions for Preliminary and Final Approval. Class Counsel will provide
20 an opportunity for Counsel for Defendant to review the Motions for Preliminary and
21 Final Approval, including the Order Granting Final Approval of Class Action
22 Settlement, and Judgment, at least five (5) court days before filing with the Court. The
23 Parties and their counsel will cooperate with each other and use their best efforts to
24 affect the Court's approval of the Motions for Preliminary and Final Approval of the
25 Settlement, and entry of Judgment.
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- 1 P. Cooperation. The Parties and their counsel will cooperate with each other and use
2 their best efforts to implement the Settlement.
3
- 4 Q. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Actions,
5 except such proceedings necessary to implement and complete the Settlement, pending
6 the Final Approval/Settlement Fairness Hearing to be conducted by the Court
7
- 8 R. Amendment or Modification. This Agreement may be amended or modified only by
9 a written instrument signed by counsel for all Parties or their successors-in-interest.
10
- 11 S. Entire Agreement. This Agreement and any attached Exhibits constitute the entire
12 Agreement among these Parties, and no oral or written representations, warranties or
13 inducements have been made to any Party concerning this Agreement or its Exhibits
14 other than the representations, warranties and covenants contained and memorialized
15 in this Agreement and its Exhibit.
16
- 17 T. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
18 represent they are expressly authorized by the Parties whom they represent to negotiate
19 this Agreement and to take all appropriate Action required or permitted to be taken by
20 such Parties pursuant to this Agreement to effectuate its terms, and to execute any other
21 documents required to effectuate the terms of this Agreement. The persons signing
22 this Agreement on behalf of Defendant represents and warrants that he/she is
23 authorized to sign this Agreement on behalf of Defendant. Plaintiff represents and
24 warrants that she is authorized to sign this Agreement and that she has not assigned
25 any claim, or part of a claim, covered by this Settlement to a third-party.
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- 1 U. No Public Comment: The Parties and their counsel agree that they will not issue any
2 press releases, initiate any contact with the press, respond to any press inquiry, or have
3 any communication with the press about the fact, amount or terms of the Settlement
4 Agreement. Class Counsel further agrees not to use the Settlement Agreement or any
5 of its terms for any marketing or promotional purposes. Nothing herein will restrict
6 Class Counsel from including publicly available information regarding this settlement
7 in future judicial submissions regarding Class Counsel's qualifications and experience.
8 Further, Class Counsel will not include, reference or use the Settlement Agreement for
9 any marketing or promotional purposes, including publishing such information on any
10 website or social media forum (including through organizations that publicize verdicts
11 and settlements and on websites operated by or for Class Counsel), or for attempting
12 to influence business relationships at Defendant's locations, either before or after the
13 Motion for Preliminary Approval is filed.
14
15
16 V. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure
17 to the benefit of, the successors or assigns of the Parties, as previously defined.
18
19 W. California Law Governs. All terms of this Agreement and the Exhibit and any disputes
20 shall be governed by and interpreted according to the laws of the State of California.
21
22 X. Counterparts. This Agreement may be executed in one or more counterparts. All
23 executed counterparts and each of them shall be deemed to be one and the same
24 instrument provided that counsel for the Parties to this Agreement shall exchange
25 among themselves copies or originals of the signed counterparts.
26
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28

1 Y. This Settlement Is Fair, Adequate and Reasonable. The Parties believe this Settlement
2 is a fair, adequate and reasonable settlement of this Action and have arrived at this
3 Settlement after extensive arms-length negotiations, taking into account all relevant
4 factors, present and potential.

5
6 Z. Jurisdiction of the Court. The Parties agree that this Settlement Agreement shall be
7 enforceable by the Court pursuant to California Code of Civil Procedure Section 664.6.
8 The Parties agree that the Court shall retain jurisdiction with respect to the
9 interpretation, implementation and enforcement of the terms of this Agreement and all
10 orders and judgments entered in connection therewith, and the Parties and their counsel
11 submit to the jurisdiction of the Court for purposes of interpreting, implementing and
12 enforcing the settlement and all orders and judgments entered in connection with this
13 Agreement.

14
15
16 AA. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
17 the Court shall first attempt to construe the provisions valid to the fullest extent
18 possible consistent with applicable precedents so as to define all provisions of this
19 Agreement valid and enforceable.

20
21 BB. No Unalleged Claims. Plaintiff and Class Counsel represent that they do not currently
22 intend to pursue any claims against the Released Parties, including, but not limited to,
23 any and all claims relating to or arising from Plaintiff's employment with Defendant,
24 regardless of whether Class Counsel is currently aware of any facts or legal theories
25 upon which any claims or causes of action could be brought against Released Parties,
26 including those facts or legal theories alleged in the operative complaint in this Action.
27 The Parties further acknowledge, understand and agree that this representation is
28

1 essential to the Agreement and that this Agreement would not have been entered into
2 were it not for this representation.

3
4 CC. Waiver of Certain Appeals. The Parties agree to stipulate to class certification for
5 purposes of this Settlement only.

6
7 DD. No Admissions by the Parties. Plaintiff has claimed and continues to claim that the
8 Released Claims have merit and give rise to liability on the part of Defendant.
9 Defendant claims that the Released Claims have no merit and do not give rise to
10 liability. This Agreement is a compromise of disputed claims. Nothing contained in
11 this Agreement and no documents referred to and no action taken to carry out this
12 Agreement may be construed or used as an admission by or against the Defendant or
13 Plaintiff or Class Counsel as to the merits or lack thereof of the claims asserted. Other
14 than as may be specifically set forth herein, each Party shall be responsible for and
15 shall bear its/his own attorney's fees and costs.
16

17
18 IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

19 DATED: 8/18/2021

20 YVETTE MOLINA

DocuSigned by:

Yvette Molina

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21
22 IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANTS:

23 DATED: _____

24 HAWAIIAN AIRLINES, INC.

25
26 Printed Name

27
28 Title

1 essential to the Agreement and that this Agreement would not have been entered into
2 were it not for this representation.
3

4 CC. Waiver of Certain Appeals. The Parties agree to stipulate to class certification for
5 purposes of this Settlement only.
6

7 DD. No Admissions by the Parties. Plaintiff has claimed and continues to claim that the
8 Released Claims have merit and give rise to liability on the part of Defendant.
9 Defendant claims that the Released Claims have no merit and do not give rise to
10 liability. This Agreement is a compromise of disputed claims. Nothing contained in
11 this Agreement and no documents referred to and no action taken to carry out this
12 Agreement may be construed or used as an admission by or against the Defendant or
13 Plaintiff or Class Counsel as to the merits or lack thereof of the claims asserted. Other
14 than as may be specifically set forth herein, each Party shall be responsible for and
15 shall bear its/his own attorney's fees and costs.
16

17
18 IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

19 DATED: _____
20

21 YVETTE MOLINA

22 IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANTS:

23 DATED: August 16, 2021
24

25 HAWAIIAN AIRLINES, INC.

Marguerite L.N. Fyfe
26 Printed Name

Assistant General Counsel
27 Title
28

1 IT IS SO AGREED AS TO FORM BY COUNSEL:
2

3 DATED: 8/18/2021

JCL LAW FIRM, A.P.C.

4 By:

DocuSigned by:
Jean-Claude Lapuyade
0EBC25D6B9CD469...

5 Attorneys for Plaintiff and the Settlement Class
6 Members
7

8
9 DATED: 8/18/2021

ZAKAY LAW GROUP, APLC

10 By:

DocuSigned by:
[Signature]
4ECDE73A91D4420...

11 Attorneys for Plaintiff and the Settlement Class
12 Members
13

14
15 DATED: _____

DAVIS WRIGHT TREMAINE LLP

16 By: _____

17 Attorneys for Defendant
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IT IS SO AGREED AS TO FORM BY COUNSEL:

DATED: _____

JCL LAW FIRM, A.P.C.

By: _____

Attorneys for Plaintiff and the Settlement Class
Members

DATED: _____

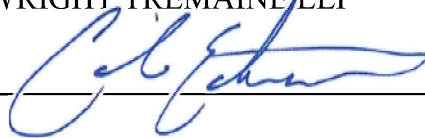
ZAKAY LAW GROUP, APLC

By: _____

Attorneys for Plaintiff and the Settlement Class
Members

DATED: August 17, 2021

DAVIS WRIGHT TREMAINE LLP

By:  _____

Attorneys for Defendant

EXHIBIT A

**NOTICE OF PENDENCY OF CLASS ACTION SETTLEMENT
AND FINAL HEARING DATE**

(Molina, et al., v. Hawaiian Airlines, Inc., Case No. 20STCV28079)

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT. PLEASE
READ THIS NOTICE CAREFULLY.**

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Settlement Share is: \$<<[REDACTED]>>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement. Instructions are set forth below.
Object	You may write to the Court about why you believe the settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Los Angeles (the “Court”) has been reached between Plaintiff Yvette Molina (“Plaintiff”) and Defendant Hawaiian Airlines, Inc. (“Defendant”) (the “Action”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

All non-exempt Clerical, Office, Stores, Fleet and Passenger Service employees under the collective bargaining agreement between Defendant and the International Association of Machinists and Aerospace Workers (AFL-CIO) (“IAMC”), who are or previously were employed by Defendant in California during the period of April 6, 2016 through and including August 31, 2021.

The “Class Period” is the period of time running from April 6, 2016 to August 31, 2021.

This Class Notice explains the Action, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On July 23, 2020, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Los Angeles. Plaintiff asserted claims against Defendant for: (a) Unfair Competition in Violation of Bus. and Prof. Code sections 17200 *et seq.*; (b) Failure to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1; (c) Failure to pay overtime wages in violation of California Labor Code sections 510 *et seq.*; (d) Failure to provide required meal periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order; (e) Failure to provide required rest periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order; (f) Failure to provide accurate itemized wage statements in violation of California Labor Code section 226; (g) Failure to reimburse employees for required expenses in violation of California Labor Code section 2802; (h) Failure to provide wages when due in violation of California Labor Code sections 201, 202 and 203. On November 3, 2020, Plaintiff filed a First Amended Complaint against Defendant adding an additional cause of action for violations of the Labor Code Private Attorneys General Act [Labor Code §§ 2698, *et seq.*](“PAGA”).

Defendant denies and disputes all claims asserted in the Action. Specifically, Defendant contended (and continues to contend) that the Action could not properly be maintained as a class action; that Defendant properly paid members of the class all wages and overtime that was due; that Defendant provided members of the class with all legally required meal breaks and rest breaks; that Defendants paid any members of the class all wages due to them at the time of their terminations; that Defendant reimbursed members of the class for all required business expenses; that Defendant provided accurate, itemized wage statements to members of the class; that Defendant did not violate California Business and Professions Code section 17200 *et seq.*; and that Defendant is not liable for any of the penalties claimed or that could be claimed in the Action.

On June 3, 2021, the Parties participated in an all-day mediation with Mark Rudy, Esq., a respected mediator of wage and hour class actions. The mediation concluded in an impasse. However, at the conclusion of the mediation, each side, represented by its respective counsel, agreed to settle the Action based on a mediator’s proposal. The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of Zakay Law Group, APC and JCL Law Firm, APC to serve as Class Counsel.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Seven Hundred Fifty Thousand Dollars (\$750,000.00) (the “Gross Settlement Amount”) to fund the settlement. The Gross Settlement Amount is for payment of all claims, including the payment of all Settlement Shares to Settlement Class Members, Class Counsel’s attorneys’ fees and costs, Settlement Administration Costs, the PAGA Settlement Payment to the LWDA and to Aggrieved Employees, and the Class Representative Service Award payment to the Plaintiff.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed and the Judgment is affirmed.

Amounts to be Paid From the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Settlement Class Members, as follows:

- Settlement Administration Costs. Payment to the Settlement Administrator, estimated not to exceed \$ [REDACTED], for expenses, including expenses of sending this Notice, processing opt outs, and distributing settlement payments.
- Attorneys' Fees and Costs. Payment to Class Counsel of an award of a Class Counsel Fees Payment of no more than 1/3 of the Gross Settlement Amount (currently \$250,000) and a Class Counsel Litigation Expenses Payment of not more than \$25,000 for all expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.
- Class Representative Service Award. Class Representative Service Award of up to Ten Thousand Dollars (\$10,000.00) to Plaintiff, or such lesser amount as may be approved by the Court, to compensate her for services on behalf of the Class in initiating and prosecuting the Action, and for the risks she undertook.
- PAGA Payment. A payment of \$40,000 relating to Plaintiff's claim under PAGA, \$30,000 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA") and the remaining \$10,000 will be distributed to PAGA Aggrieved Employees as part of the Net PAGA Amount.
- Calculation of Payments to Settlement Class Members. After all the above payments of the court-approved Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, the Class Representative Service Award payment, the PAGA Payment, and the Settlement Administration Costs are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to Class Members who do **not** request exclusion ("Settlement Class Members"). The Settlement Share to each Settlement Class Member will be calculated by calculating the number of days each Class Member was employed during the Class Period, dividing by seven (7), and rounding up to the nearest whole number. For purpose of determining the Individual Settlement Payments and the Settlement Allocation, each Class Member who is a former employee no longer working for Defendant will be assigned two (2) additional workweeks. "Workweeks" means the number of weeks of employment during the Class Period that each Class Member worked in California, according to Defendant's records.
- Calculation of PAGA Settlement Payments to PAGA Aggrieved Employees. The individual shares of the PAGA Settlement Payment distributed to Aggrieved Employees ("Aggrieved Employee Payment") shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The Settlement Administrator will calculate the number of PAGA Workweeks by calculating the number of days each Aggrieved Employee was employed during the PAGA Period, dividing by seven (7), and rounding up to the nearest whole number. "Aggrieved Employees" means all of Defendant's current and former non-exempt Clerical, Office, Stores, Fleet and Passenger Service Employees under the collective bargaining agreement between Defendant and the IAMC, who were employed in California during the period of April 6, 2019 through and including August 31, 2021.

If the Settlement is approved by the Court, you will automatically be mailed a check for your Settlement Share to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to insure you receive your payment.

Tax Matters. Twenty-Percent (20%) of each Settlement Share is allocated to wages. Taxes are withheld from this amount, and each Settlement Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Eighty-Percent (80%) of each Settlement Share is allocated to interest, penalties and other non-wage payments, and no taxes will be withheld, and each Settlement Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from the individual shares of the

PAGA Settlement Payments paid to PAGA Aggrieved Employees, and each PAGA Aggrieved Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims are defined as all class action claims arising out of or related to the factual allegations plead in the Action which occurred during the Class Period. The Released Class Claims include but are not limited to all claims arising out of or related to unpaid minimum wage and overtime resulting from off-the-clock work during the Class Period. The Settlement Class Members will release Defendant and the Released Parties from all remedies that could be claimed in connection with the Released Class Claims including, but not limited to, statutory, constitutional, contractual damages, unpaid costs, penalties, punitive damages, interest, attorneys' fees, litigation costs, restitution, and equitable relief. The Released PAGA Claims shall be released as follows. As of the Settlement Effective Date and upon funding in full of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the class settlement, and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" are defined as any and all claims for civil penalties, fees and costs arising under PAGA expressly alleged in the Action and Plaintiff's notice letter to the LWDA which occurred during the PAGA Period. By receiving payment from this Settlement, you will be bound by the Released Class Claims and cannot be part of another lawsuit against Defendant about the legal issues resolved by this Settlement, unless you timely exclude yourself from the Settlement (see Section 7).

5. How much will my payment be?

Defendant's records reflect that you have << [REDACTED] >> work-weeks worked during the Class Period (April 6, 2016 to August 31, 2021).

Based on this information, your estimated Settlement Share is << [REDACTED] >>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than [REDACTED] [forty-five (45) days after the Notice or re-mailed Notice].

6. How can I get a payment?

To get money from the settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: ILYM Group Inc., 14771 Plaza Drive, Ste. L, Tustin, CA 92780; Tel: 1-888-250-6810; Fax: 1-888-845-6185.

The Court will hold a hearing on [REDACTED] to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at [www.\[REDACTED\].com](http://www.[REDACTED].com)

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or “opt out.” **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or “opt out,” you will be bound by the PAGA Release, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the PAGA Settlement Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than _____. The address for the Settlement Administrator is _____. The request for exclusion must state in substance: “I have read the Class Notice and I wish to opt out of the class action and settlement of the class action lawsuit *Yvette Molina, et al., v. Hawaiian Airlines, Inc.*, currently pending in the Superior Court for the County of Los Angeles, Case No. 20STCV28079.” The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, the last four digits of your Social Security Number, telephone number, and describe why you believe the Settlement is unfair and whether you intend to appear at the final approval hearing. All objections or other correspondence must also state the name and number of the case, which is *Molina, et al., v. Hawaiian Airlines, Inc., Case No. 20STCV28079*. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than _____. The address for the Settlement Administrator is ILYM Group Inc., 14771 Plaza Drive, Ste. L, Tustin, CA 92780.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Shani O. Zakay, Esq.
Zakay Law Group, APLC
3990 Old Town Ave., Suite C204
San Diego, CA 92110
Tel: (619) 255-9047
Email: shani@zakaylaw.com
Website: www.zakaylaw.com

Class Counsel:

Jean-Claude Lapuyade, Esq.
JCL Law Firm, APC
3990 Old Town Ave., Suite C204
San Diego, CA 92110
Tel.: (619) 599-8292
Fax: (619) 599-8291
Email: jlapuyade@jcl-lawfirm.com
Website: www.jcl-lawfirm.com

Counsel for Defendant:

Camilo Echavarria, Esq.
Evelyn Wang, Esq.
Paul Rodriguez, Esq.
Davis Wright Tremaine LLP
865 South Figueroa Street, 24th Flr.
Los Angeles, CA 90017-2566
Tel: (213) 633-6800
Fax: (213) 633-6899
Email: camiloechavarria@dwt.com

9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at **00:00 AM/PM on _____**, at the Los Angeles County Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012 in Department 17 before Judge Maren Nelson. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

Under the General Order, 2020-GEN-25-00, public access to courthouses is limited at all times to judicial officers, court employees, co-lessees, Judicial Council staff, vendors, jurors, mediators, authorized persons (including news media representatives and news reporters), attorneys, litigants and witnesses with matters on calendar, and individuals with confirmed appointments. Members of the public, not otherwise referenced above, who wish to attend a court proceeding may do so upon advance request and at the discretion of the judicial officer presiding over the matter. Instructions on how to make such a request are available on the Court's website at the [Here for You | Safe for You](#) page.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-888-250-6810 or write to *Molina, et al., v. Hawaiian Airlines, Inc., Case No. 20STCV28079*, Settlement Administrator, c/o ILYM Group Inc., 14771 Plaza Drive, Ste. L, Tustin, CA 92780.

This notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Final Judgment or other Settlement documents by writing to Zakay Law Group, APLC, 3990 Old Town Ave., Suite C204, San Diego, CA 92110.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your settlement payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks to the Children Advocacy Institute in accordance with Code of Civil Procedure Section 384 in the name of the Settlement Class Member. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.