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Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

JULIUS GREEN, on behalf of himself and all
others similarly situated,

Plaintiff,

vs.

UNION RESCUE MISSION, a California
corporation; and DOES 1 through 100, inclusive,

Defendants.

FILED
Superior Court of California
County of Los Angeles
10/28/2024
David W. Slayton, Executive Officer / Clerk of Court
By: A. Morales Deputy

Case No.: 22STCV30872
CLASS ACTION
*[Assigned for all purposes to the
Hon. Lawrence P. Riff, Dept. SSC-7]*
**[PROPOSED] JUDGMENT AND
ORDER GRANTING FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**
Date: October 28, 2024
Time: 10:00 a.m.
Dept.: SSC-7
Action Filed: September 21, 2022
Trial Date: None Set

1 The Motion of Plaintiff Julius Green (“Plaintiff”) for Final Approval of Class Action
2 Settlement (the “Motion”) came on regularly for hearing before this Court on October 28, 2024
3 at 10:00 a.m., pursuant to California Rule of Court 3.769 and this Court’s earlier Order Granting
4 Preliminary Approval of Class Action Settlement. Having considered the proposed Settlement
5 Agreement (the “Settlement”) and the documents and evidence presented in support thereof; and
6 recognizing the sharply disputed factual and legal issues involved in this litigation, the risks of
7 further prosecution, and the substantial benefits to be received by the Settlement Class pursuant
8 to the Settlement, the Court hereby makes a final ruling that the Settlement is fair, reasonable,
9 and adequate, and is the product of good faith, arm’s-length negotiations between the parties.
10 Good cause appearing therefor, the Court hereby GRANTS Plaintiff’s Motion and hereby
11 ORDERS the following:

12 1. Final judgment is hereby entered in conformity with the Settlement and this Final
13 Approval Order.

14 2. The Court finds that the Settlement Class is ascertainable, and that there is a
15 sufficiently well-defined community of interest among the members of the Settlement Class in
16 questions of law and fact. Therefore, the conditional certification is hereby made final, and the
17 Court certifies, for purposes of the Settlement, the following Settlement Class:

18 All current and former non-exempt employees who worked for Union
19 Rescue Mission (“URM”) in California at any time from September 21,
20 2018 through August 23, 2023 (the “Class Period”).

21 3. The Court hereby confirms Plaintiff as Class Representative, and confirms Neil
22 M. Larsen, Meghan E. McNally, and Jennifer S. Rivera of Abramson Labor Group as Class
23 Counsel.

24 4. The Court finds that notice was provided to Settlement Class members as set forth
25 in the Settlement, which was approved by the Court on June 6, 2024, and the notice process has
26 been completed in conformity with the Settlement. The Court finds that said notice was the best
27 notice practicable under the circumstances. The Class Notice provided due and adequate notice
28 of the proceedings and matters set forth therein, informed Settlement Class members of their
rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e),

1 California Rule of Court 3.769, and due process.

2 5. The Court finds that no Settlement Class member objected to the Settlement, that
3 one Settlement Class member opted out of the Settlement, and that the 99.76% participation rate
4 in the Settlement supports final approval.

5 6. The Court hereby approves the settlement as set forth in the Settlement as fair,
6 reasonable, and adequate, and directs the parties to effectuate the Settlement according to its
7 terms.

8 7. For purposes of settlement only, the Court finds that: (a) the members of the
9 Settlement Class are ascertainable and so numerous that joinder of all members is impracticable;
10 (b) there are questions of law or fact common to the Settlement Class, and there is a well-defined
11 community of interest among members of the Settlement Class with respect to the subject matter
12 of the litigation; (c) the claims of the Class Representative are typical of the claims of the
13 members of the Settlement Class; (d) the Class Representative has fairly and adequately protected
14 the interests of the Settlement Class members; (e) a class action is superior to other available
15 methods for an efficient adjudication of this controversy; and (f) Class Counsel are qualified to
16 serve as counsel for the Class Representative and the Settlement Class.

17 8. The Court orders that URM shall deposit the Gross Settlement Amount into an
18 account established by Phoenix Settlement Administrators (“Settlement Administrator”), in
19 accordance with the schedule outlined in the Settlement.

20 9. The Court finds that the Individual Settlement Awards, as provided for in the
21 Settlement, are fair, reasonable, and adequate, and orders the Settlement Administrator to
22 distribute the Individual Settlement Awards in conformity with the terms of the Settlement.

23 10. The Court finds that the Class Representative Service Award in the amount of
24 \$7,500 to Plaintiff is appropriate for his risks undertaken and his service to the Settlement Class.
25 The Court finds this award is fair, reasonable, and adequate, and orders that the Settlement
26 Administrator make this payment in conformity with the terms of the Settlement.

27 11. The Court orders that the Settlement Administrator shall be paid \$10,000.00 from
28 the Gross Settlement Amount for all of its work done and to be done until the completion of this

1 matter, and finds that sum appropriate.

2 12. The Court finds that attorneys' fees in the amount of \$304,109.10 for Class
3 Counsel, and litigation costs of \$17,358.09, are fair, reasonable, and adequate in light of the
4 common fund created by this litigation, and orders that the Settlement Administrator distribute
5 these payments in conformity with the terms of the Settlement.

6 13. The Court finds that the payment to the California Labor & Workforce
7 Development Agency ("LWDA") in the amount of \$80,000.00 for its share of the settlement of
8 Plaintiff's representative claims under the California Labor Code Private Attorneys General Act
9 ("PAGA") is fair, reasonable, and adequate, and orders the Settlement Administrator to distribute
10 this payment to the LWDA in conformity with the terms of the Settlement.

11 14. The Court finds and determines that upon satisfaction of all obligations under the
12 Settlement and this Order and Judgment, all Participating Class Members will be bound by the
13 Settlement, and will have released their claims as set forth in the Settlement. Specifically, upon
14 satisfaction of all obligations under the Settlement and this Order and Judgment, all Participating
15 Class Members will have released URM from all of the California Released Claims, as that term
16 is defined in the Settlement, for the duration of the Class Period. In addition, all Settlement Class
17 members who worked for URM in California at any time from September 21, 2021 to August
18 23, 2023 (the "PAGA Period"), will have released URM from the PAGA Released Claims, as
19 that term is defined in the Settlement, for the duration of the PAGA Period.

20 15. This document shall constitute a final judgment pursuant to Cal. Rule of Court
21 3,769(h), which provides, "If the Court approves the settlement agreement after the final approval
22 hearing, the court must make and enter judgment. The judgment must include a provision for the
23 retention of the court's jurisdiction over the parties to enforce the terms of the judgment. The
24 court may not enter an order dismissing the action at the same time as, or after, entry of
25 judgment." The Court will retain jurisdiction to enforce the Settlement and this Final Approval
26 Order and Judgment.

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28 ///

declaration re

16. The Court orders Plaintiff to file a ~~report~~ of disbursement on or before August 1, 2025.

IT IS SO ORDERED.

Dated: 10/28/2024, 2024



A handwritten signature in black ink, appearing to read "Lawrence P. Riff".

Lawrence P. Riff/Judge

Hon. Lawrence P. Riff
Judge of the Superior Court

17. The court sets a non-appearance case review re disbursement of settlement proceeds for August 8, 2025 at 9:00 a.m.