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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

PAUL PAPEL, individually, and on behalf of all
others similarly situated,

Plaintiff,

v.

MCNIB CORPORATION DBA
MCDONALD'S, a California corporation; and
DOES 1 through 10, inclusive,

Defendants.

Case No.: 30-2023-01304958-CU-OE-CXC

CLASS & REPRESENTATIVE ACTION

*[Assigned for all purposes to: Hon. William
Claster, Dept. CX101]*

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

*[Filed with Notice of Motion and Motion,
Memorandum of Points and Authorities, the
Declaration of Benjamin H. Haber, and the
Declaration of Paul Pape]*

PRELIMINARY APPROVAL HEARING

Date: February 21, 2025

Time: 9:00 a.m.

Dept: CX101

Complaint filed: January 31, 2023

FAC filed: June 21, 2023

Trial date: Not set

1 The Court has before it Plaintiff Paul Papel's ("Plaintiff") Motion for Preliminary
2 Approval of Class Action Settlement. Having reviewed the Motion for Preliminary Approval
3 of Class Action Settlement, the Declaration of Benjamin H. Haber, the Class Action and PAGA
4 Settlement Agreement and Class Notice (which is referred to here as the "Settlement
5 Agreement"), and good cause appearing, the Court hereby finds and orders as follows:

6 1. The Court finds on a preliminary basis that the Settlement Agreement appears to
7 be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval.
8 The Court grants preliminary approval of the Settlement and the Settlement Class based upon
9 the terms set forth in the Settlement Agreement between Plaintiff Paul Papel and Defendant
10 McNib Corporation dba McDonald's ("Defendant"), attached to the Declaration of Benjamin
11 H. Haber in Support of Plaintiff's Motion for Preliminary Approval of Class Action Settlement
12 as Exhibit 1.

13 2. The Settlement falls within the range of reasonableness of a settlement which
14 could ultimately be given final approval by this Court, and appears to be presumptively valid,
15 subject only to any objections that may be raised at the Final Approval Hearing and final
16 approval by this Court. The Court notes that Defendants have agreed to create a common fund
17 of \$2,400,000.00 to cover (a) settlement payments to class members who do not validly opt out;
18 (b) a \$50,000.00 payment to the State of California, Labor & Workforce Development Agency
19 for its share of the settlement of claims for penalties under the Private Attorneys General Act,
20 with 75% of which (\$37,500.00) will be paid to the LWDA and 25% (\$12,500.00) will be paid
21 to eligible Aggrieved Employees; (c) Class Representative service payment of up to \$15,000.00
22 for Plaintiff Paul Papel; (d) Class Counsel's attorneys' fees, not to exceed 33 1/3% of the Gross
23 Settlement Amount (\$800,000.00), and up to \$30,000.00 in costs for actual litigation expenses
24 incurred by Class Counsel; and (e) Settlement Administration Costs of up to \$27,000.00.

25 3. The Court preliminarily finds that the terms of the Settlement appear to be within
26 the range of possible approval, pursuant to California Code of Civil Procedure § 382 and
27 applicable law. The Court finds on a preliminary basis that: (1) the settlement amount is fair
28 and reasonable to the class members when balanced against the probable outcome of further

1 litigation relating to class certification, liability and damages issues, and potential appeals; (2)
2 significant informal discovery, investigation, research, and litigation have been conducted such
3 that counsel for the parties at this time are able to reasonably evaluate their respective positions;
4 (3) settlement at this time will avoid substantial costs, delay, and risks that would be presented
5 by the further prosecution of the litigation; and (4) the proposed settlement has been reached as
6 the result of intensive, serious, and non-collusive negotiations between the Parties with the
7 assistance of a well-respected class action mediator. Accordingly, the Court preliminarily finds
8 that the Settlement Agreement was entered into in good faith.

9 4. A final fairness hearing on the question of whether the proposed settlement,
10 attorneys' fees and costs to Class Counsel, payment to the State of California, Labor &
11 Workforce Development Agency for its share of the settlement of claims for penalties under the
12 Private Attorneys General Act, and the class representative's enhancement award should be
13 finally approved as fair, reasonable and adequate as to the members of the class is hereby set in
14 accordance with the Implementation Schedule set forth below.

15 5. The Court provisionally certifies for settlement purposes only the following class
16 (the "Settlement Class"): "all current and former non-exempt employees who worked for
17 Defendant in California during the Class Period."

18 6. "Class Period" means the period from January 31, 2019 to April 8, 2024.

19 7. The Court finds, for settlement purposes only, that the Settlement Class meets the
20 requirements for certification under California Code of Civil Procedure § 382 in that: (1) the
21 Settlement Class Members are so numerous that joinder is impractical; (2) there are questions
22 of law and fact that are common, or of general interest, to all Settlement Class Members, which
23 predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the
24 Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect
25 the interests of the Settlement Class Members; and (5) a class action is superior to other
26 available methods for the fair and efficient adjudication of the controversy.

27 8. The Court appoints as Class Representative, for settlement purposes only,
28 Plaintiff Paul Papel. The Court further preliminarily approves Plaintiff's ability to request an

incentive award up to \$15,000.00.

9. The Court appoints, for settlement purposes only, Benjamin H. Haber and Daniel J. Kramer of Wilshire Law Firm, PLC as Class Counsel. The Court further preliminarily approves Class Counsel's ability to request attorneys' fees of up to one-third of the Total Settlement Amount (\$800,000.00), and costs not to exceed \$30,000.00.

10. The Court appoints ILYM Group, Inc. as the Settlement Administrator with reasonable administration costs estimated not to exceed \$27,000.00.

11. The Court approves, as to form and content the Class Notice, attached to the Settlement Agreement. The Court finds on a preliminary basis that plan for distribution of the Notice to Settlement Class Members satisfies due process, provides the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto.

12. The parties are ordered to carry out the Settlement according to the terms of the Settlement Agreement.

13. Any class member who does not timely and validly request exclusion from the settlement may object to the Settlement Agreement.

14. The Court orders the following Implementation Schedule:

Defendants to provide Class List to the Settlement Administrator	15 days after notice of entry of the Court's order granting Motion for Preliminary Approval
Settlement Administrator to mail the Notice Packets	14 days after receipt of the Class List from the Defendant
Response Deadline	60 days after Notice is mailed out by the Settlement Administrator
Deadline to Provide Written Objections, if any	60 days after Notice is mailed out by the Settlement Administrator

1 2 3	Deadline to file Motion for Final Approval, Request for Attorney's Fees and Costs, and Service Award to Plaintiff	16 court days before hearing on Motion for Final Approval, which is _____;
4 5 6 7 8	Final Approval Hearing	_____ at _____ a.m./p.m., or first available date thereafter, in Department CX101. The hearing may be continued to another date without further notice to the Class Members.

9 15. The Court further ORDERS that, pending further order of this Court, all
10 proceedings in this lawsuit, except those contemplated herein and in the settlement, are stayed.

11 **IT IS SO ORDERED.**

12
13
14 DATE:

Hon. William Claster
Orange County Superior Court

PROOF OF SERVICE

Papel v. MCNIB Corporation dba McDonald's, et al.
30-2023-01304958-CU-OE-CXC

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss

I, Rebecca Padilla, state that I am employed in the aforesaid County, State of California; I am over the age of eighteen years and not a party to the within action; my business address is 3055 Wilshire Blvd., 12th Floor, Los Angeles, California 90010. My electronic service address is rebecca.padilla@wilshirelawfirm.com.

On **January 28, 2025**, I served the foregoing **[PROPOSED] ORDER GRANTING PLAINTIFF'S MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT**, on the interested parties by placing a true copy thereof, enclosed in a sealed envelope by following one of the methods of service as follows:

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Attorneys for Defendant

(X) **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known email address or e-mail of record in this action.

I declare under the penalty of perjury under the laws of the State of California, that the foregoing is true and correct.

Executed on **January 28, 2025**, at Los Angeles, California.


Rebecca Padilla