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Attorneys for Plaintiff Maria Cisneros

Clerk of the Superior Court
By T. Automation , Deputy Clerk

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

MARIA CISNEROS *et al.*

Plaintiff,

vs.

ISL EMPLOYEES, INC. DBA INTEGRAL
SENIOR LIVING *et al.*

Defendants.

Case No. 37-2024-00009110-CU-OE-NC

Hon. Michael D. Washington
Dept. 31

CLASS ACTION

**Notice of Entry of Order Granting Final
Approval and Entering Judgment**

Action Filed: February 27, 2024

1 TO THE COURT, ALL PARTIES AND THEIR ATTORNEYS OF RECORD, PLEASE
2 TAKE NOTICE THAT:

3 1. On November 14, 2025, at 1:30 p.m. in this Department, the Court entered the Order
4 and Judgment Granting Final Approval of Class Action Settlement and Attorneys' Fees and Costs and
5 Entering Judgment attached hereto as Exhibit 1.

6 2. The Judge confirmed the Court's Tentative Ruling attached hereto as Exhibit 2.

7 3. A copy of this Notice has been submitted to the LWDA via its online electronic portal
8 in accordance with Labor Code § 2699(s)(3).

9 4. Notice of the Court's final ruling and entry of judgment is hereby provided.

10
11 Respectfully submitted,

12 Dated: November 21, 2025

Ferraro Vega Employment Lawyers, Inc.

14 

15 Nicholas J. Ferraro

16 Attorney for Plaintiff Maria Cisneros

EXHIBIT 1

FILED
Clerk of the Superior Court

NOV 14 2025

By: A. Carini

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

MARIA CISNEROS, *et al.*

Plaintiff,

vs.

ISL EMPLOYEES, INC. DBA INTEGRAL
SENIOR LIVING, *et al.*

Defendants.

Case No. 37-2024-00009110-CU-OE-NC

Hon. Michael D. Washington
Dept. N-31

CLASS ACTION

**[Proposed] Order Granting Final Approval of
Class Action Settlement and Attorneys' Fees
and Costs and Entering Judgment**

Motion for Final Approval/Attorneys' Fees:

Date: November 14, 2025

Time: 1:30 p.m.

[Filed concurrently with Notice of Motion and
Motion for Final Approval of Class Action
Settlement, Memorandum of Points and
Authorities, Declaration of Nicholas J. Ferraro,
Declaration of Settlement Administrator, and
Declaration of Maria Cisneros]

Action Filed: February 27, 2024

**[Proposed] Order Granting Final Approval of Class Action Settlement
and Attorneys' Fees and Costs and Entering Judgment**

1 This matter came on for hearing on November 14, 2025 at 1:30 p.m. in Department N-31 of the
2 above-captioned Court, the Honorable Michael D. Washington presiding, on (1) Plaintiff's Motion for
3 Final Approval of Class Action Settlement and (2) Plaintiff's Motion for Attorneys' Fees and Costs.

4 Having received and considered the motions and supporting papers, including the Class Action
5 and PAGA Settlement Agreement ("Settlement"), the evidence and documents received by the Court
6 in connection with the Motions for Final Approval and Attorneys' Fees and Costs, and the previously
7 decided Motion for Preliminary Approval, the Court GRANTS FINAL APPROVAL of the Settlement
8 and ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

9 1. Pursuant to the terms of the Settlement and the Order Granting Preliminary Approval,
10 and the Settlement, a notice was sent to each class member by first-class U.S. mail. The notice
11 informed the class of the terms of the Settlement, their right to receive a settlement payment without
12 any required action, their right to comment upon or object to the Settlement, and their right to appear
13 in person or by counsel at the Final Approval Hearing and to be heard regarding approval of the
14 Settlement. Adequate periods of time were provided for each of these procedures.

15 2. Zero class members returned a written objection to the proposed Settlement as part of
16 the notice process or stated an intention to appear at the Final Approval Hearing and there were no
17 dissenting appearances from class members at the hearing. 11 class members requested exclusion
18 from the Settlement: Marie L. Myers, Yuriko Nakasone, Irina Khashimi, Marlen Cortez, Janine Harris,
19 Sonia M. Sanchez, Jack Ball, Maria Violet Taguinod Maniel, Ana Escobar, Rosemary McCarty, and
20 Nazia M. Ali. These "opt outs" are affirmatively excluded from the class settlement.

21 3. The Court finds and determines the notice procedure afforded adequate protections to
22 the class and provides the basis for the Court's informed decision regarding approval of the Settlement
23 based on the response. The Court finds and determines the notice provided was the best notice
24 practicable, satisfying the requirements of law and due process.

25 4. For purposes of approving this Settlement only, this Court finds and concludes: (a) the
26 proposed class is ascertainable and so numerous that joinder of all members of the class is
27 impracticable; (b) there are questions of law or fact common to the proposed class, and there is a well-
28 defined community of interest among members of the class with respect to the subject matter of the

1 claims; (c) the claims of the representative are typical of the claims of the class; (d) the class
2 representative has and will fairly and adequately protect the interests of the class; (e) a class action is
3 superior to other available methods for an efficient adjudication of this controversy in the context of
4 settlement; and (f) the law firm of Ferraro Vega Employment Lawyers, Inc. is qualified and adequate
5 to serve as Class Counsel in this action.

6 5. The Court confirms certification, for settlement purposes only, of the class as defined in
7 the Settlement and approved at the preliminary approval stage.

8 6. The Court finds and determines the terms set forth in the Settlement are fair, reasonable,
9 and adequate and, having found the Settlement was reached as a result of informed and non-collusive
10 arms'-length negotiations facilitated by a neutral and experienced mediator, directs the Parties to
11 effectuate the Settlement according to its terms. The Court further finds the Parties conducted
12 extensive investigation, research, and informal discovery, and that their attorneys were able to
13 reasonably evaluate their respective positions. The Court also finds that Settlement will enable the
14 Parties to avoid additional and potentially substantial litigation costs, as well as delay and risks if the
15 Parties were to continue to litigate the case. The Court has reviewed the monetary recovery and
16 recognizes the significant value provided to the Class. Therefore, the Court approves the Settlement
17 and incorporates the terms of the Settlement in full into this Final Approval Order as though fully set
18 forth herein.

19 7. The Court finds and determines the fees and expenses in administering the Settlement
20 incurred by the Settlement Administrator of \$30,000 are fair and reasonable. The Court orders these
21 administration costs be paid in accordance with the terms of the Settlement.

22 8. The Court finds and determines the Service Award of \$10,000 to Plaintiff Cisneros as
23 fair and reasonable. The Court orders the service awards be paid in accordance with the terms of the
24 Settlement.

25 9. The Court finds and determines payment to the California Labor and Workforce
26 Development Agency of \$30,000, as its 75% share of the civil penalties under the Private Attorneys
27 General Act is fair, reasonable, and appropriate. The Court orders that amount be paid in accordance
28

1 with the terms of the Settlement and approves the settlement of claims under the Private Attorneys
2 General Act pursuant to Labor Code § 2699(s)(2).

3 10. Pursuant to the terms of the Settlement and the statutory provisions authorizing
4 attorneys' fees under the California Labor Code and Code of Civil Procedure, as set forth in the Motion
5 for Attorneys' Fees, the Court awards Class Counsel attorneys' fees of \$899,910 and litigation costs
6 of \$22,251.05. Class Counsel has sufficiently explained the basis for the fee award based on a
7 percentage of the fund. The Court finds such amounts to be fair and reasonable. The Court orders the
8 Settlement Administrator to make these payments in accordance with the Settlement.

9 11. Without affecting the finality of this Order or the entry of judgment in any way, the
10 Court retains jurisdiction of all matters relating to the interpretation, administration, implementation,
11 and enforcement of this Order and the Settlement.

12 12. Nothing in this Order shall preclude any action to enforce the Parties' obligations under
13 the Settlement or under this Order, including the requirement that Defendant make payments to Class
14 Members in accordance with the Settlement.

15 13. The Court hereby ENTERS FINAL JUDGMENT in accordance with the terms of the
16 Settlement, in accordance with this Final Approval Order and Judgment.

17 14. The Parties shall comply with Cal. Rules of Court Rule 3.771(b), by filing a Notice of
18 Entry of Judgment with the Court.

19
20 **IT IS SO ORDERED.**

21
22 Date:

November 14, 2015

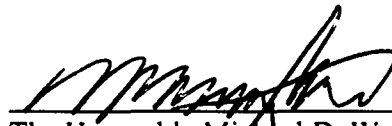

The Honorable Michael D. Washington
Judge of the Superior Court

EXHIBIT 2

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN DIEGO
NORTH COUNTY COURTHOUSE
TENTATIVE RULINGS - November 13, 2025

HEARING DATE: 11/14/2025 HEARING TIME: 1:30 p.m. DEPT.: N-31

JUDICIAL OFFICER: Hon. Michael D. Washington

CASE NO.:37-2024-00009110-CU-OE-NC

CASE TITLE: Cisneros vs ISL Employees INC [E-FILE]

CASE TYPE: (U)Other Employment

HEARING TYPE: Motion

TENTATIVE RULING

Plaintiff Maria Cisneros' Motion for Final Approval of Class Action Settlement is **GRANTED**.

Plaintiff Maria Cisneros' Motion for Attorneys' Fees and Costs is **GRANTED**.

Plaintiff Maria Cisneros ("Plaintiff") filed this employment class action matter on February 27, 2024. (ROA 1.) The Class Action Complaint alleges the following causes of action: (1) Minimum Wage Violations; (2) Failure to Pay All Overtime Wages; (3) Meal Period Violations; (4) Rest Period Violations; (5) Paid Sick Leave Violations; (6) Unpaid Vacation Wages; (7) Untimely Payment of Wages; (8) Wage Statement Violations; (9) Waiting Time Penalties; (10) Failure to Reimburse Business Expenses; (11) Failure to Provide Records; and (12) Unfair Competition.

On May 28, 2025, this Court granted Preliminary Approval of Class Action Settlement. (ROA 40.) Plaintiff now requests final approval of the class action settlement.

A settlement or compromise of an entire class action, or of a cause of action in a class action, or as to a party, requires the approval of the court after hearing. (Cal. Rules of Court, Rule 3.769(a).) If the court has certified the action as a class action, notice of the final approval hearing must be given to the class members in the manner specified by the court. (Cal. Rules of Court, Rule 3.769(f).) The notice must contain an explanation of the proposed settlement and procedures for class members to follow in filing written objections to it and in arranging to appear at the settlement hearing and state any objections to the proposed settlement. (*Id.*) Before final approval, the court must conduct an inquiry into the fairness of the proposed settlement. (Cal. Rules of Court, Rule 3.769(g).)

According to the moving papers, the wage and hour class and PAGA settlement involves 5,289 participating class members who worked for Defendant ISL Employees, Inc. dba Integral Senior Living ("Defendants" or "ISL") during the class period of February 27, 2020, through January 14, 2025. On June 26, 2025, the Class Notices were mailed via U.S. First-Class mail to all 5,299 Class Members who had a valid mailing address. (Declaration of Veronica Olivares ("Olivares Decl." ¶ 7.)) The Class Notice indicated a deadline date of August 11, 2025, to dispute, to object or request for exclusion from the settlement. (*Id.*) Of 5,299 notices distributed after the Court's order approve the notice process and granting preliminary approval of the Settlement, there have been zero objections, zero disputes, and 11 requests for exclusion thus far, with 65 notices undeliverable. (Olivares Decl. at ¶¶ 10-13.) This constitutes a 99.79% participation rate, with 11 opt outs, and zero objections. (*Id.*) The Court finds that the parties have met the notice requirement, and will now consider the fairness of the proposed settlement.

A court's inquiry into whether to approve the settlement of a class action must consider factors including "the strength of plaintiffs' case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and the stage of the proceedings, the experience and views of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement" (*Dunk v. Ford Motor Co.* (1996) 48 Cal. App. 4th 1794, 1801.) The trial court operates under a presumption of fairness when the settlement is the result of arm's-length negotiation, investigation and discovery that are sufficient to permit counsel and the court to act intelligently, counsel are experienced in similar litigation, and the percentage of objectors is small. (*Cho v. Seagate Tech. Holdings, Inc.* (2009) 177 Cal. App. 4th 734, 743.) Ultimately, it is the court that bears the responsibility to ensure that the recovery represents a reasonable compromise, given the magnitude and apparent merit of the claims being released, discounted by the risks and expenses of attempting to establish and collect on those claims by pursuing the litigation. (*Edwards v. Heartland Payment Sys., Inc.* (2018) 29 Cal. App. 5th 725, 733.)

Plaintiffs have presented a final settlement which the Parties estimate to have a total value of approximately \$2,700,000 ("Gross Settlement Amount" or "GSA"). This includes (a) attorneys' fees up to \$899,910 (33.33% of the GSA) to compensate Plaintiff's counsel for all work performed and remaining to be performed securing court approval of the Settlement; (b) reimbursement of litigation costs of up to \$50,000 for costs incurred by Plaintiff's counsel; (c) service award to Plaintiff, as the class representative, in the amount of \$10,000 as an additional payment for the initiative, risks incurred, and work associated with service as the lead plaintiff; (d) administration costs up to \$30,000; and (e) a PAGA payment to the LWDA in the amount of \$30,000 (75% of the \$40,000 allotted to PAGA). The Net Settlement Amount ("NSA") totals \$1,697,838.95.

The NSA will be distributed through individual checks mailed to the class members who did not affirmatively exclude themselves in response to the class notice. (Settlement, pp. 11-12.) The individual settlement checks for each respective class members are calculated by dividing each respective individual's active weeks worked for ISL in the class period by the total weeks worked by all class members during the class period, resulting in their individual settlement share. (Settlement, p. 5.) The Settlement is entirely non-reversionary, meaning no amount of money will revert to Defendants. (Settlement, p. 4.) Unclaimed settlement checks will be provided to the

State of California's Unclaimed Property Division in the name of the participating class member in accordance with the applicable state laws and procedures governing unclaimed funds. (Settlement, p. 7).

After a review of the moving papers, the Court finds that the agreement at hand is not the product of fraud, overreaching, or collusion by the parties, and that the terms of the settlement are fair. The parties have engaged in sufficient discovery and negotiation. Furthermore, no evidence has been presented in opposition to rebut the presumption of fairness. Thus, Plaintiffs' Motion for Final Approval of Class Action Settlement is **GRANTED**.

In addition, Plaintiffs move for Attorneys' Fees in the amount of \$899,910, representing 33.33 percent of the GSA, and \$22,251.05 in litigation costs. As this request is unopposed, and constitutes a third of the common fund, the Motion for Attorneys Fees and Costs is **GRANTED**.

The Court will adopt and sign the proposed order filed by the Plaintiffs on October 20, 2025 (ROA 48), and it shall be the order of the Court.