

1 HAROUT MESSRELIAN (SBN: 272020)
2 MESSRELIAN LAW INC.
3 101 N. Brand Blvd., Suite 1450
4 Glendale, CA 91203
5 Telephone: (818) 484-6531
6 Facsimile: (818) 956-1983
7 E-mail: hm@messrelianlaw.com

8 Attorneys for Plaintiff

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

11 FERNANDO GUTIERREZ,

12 Plaintiff,

13 vs.

14 SKY RIDER EQUIPMENT COMPANY
15 INC.; MARTIN VILLEGAS and DOES 1
16 TO 25, inclusive,

17 Defendants,

Case No.: 24STCV27171

**PLAINTIFF'S NOTICE OF UNOPPOSED
MOTION FOR APPROVAL OF PAGA
SETTLEMENT; MEMORANDUM OF
POINTS AND AUTHORITIES THEREOF**

Action Filed:
10/17/2024

Date: 4/20/26
Time: 9:30am
Dept: 34, Hon.
Peter A. Hernandez

Res. ID.
876211198099

Submitted Herewith Under Separate Cover:

1. Declaration of Harout Messrelian in Support of Unopposed Motion for Approval of PAGA Settlement; Memorandum of Points and Authorities in Support Thereof;
2. [Proposed] Order

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TO THE COURT AND TO ALL PARTIES AND THEIR COUNSEL OF RECORD:

PLEASE TAKE NOTICE THAT on April 20, 2026 at 9:30 a.m., or as soon thereafter as the matter may be heard in Department 34 of the above-entitled Court, Plaintiff FERNANDO GUTIERREZ ("Plaintiff") will and hereby does move unopposed, the Court, pursuant to Labor Code § 2698 et seq., for an order approving the Private Attorneys General Act of 2004 ("PAGA"), Cal. Labor Code § 2698 et seq., settlement agreement between Plaintiff and Defendants SKY RIDER EQUIPMENT COMPANY, INC. and MARTIN VILLEGAS (hereinafter "Defendants" or "SKY RIDER") (collectively, "the Parties")

This Motion is based on this Notice, the attached Memorandum of Points and Authorities; the concurrently-filed Declaration of Harout Messrelian, the papers and pleadings on file in this action, any and such other evidence and oral argument as may be presented in connection with the hearing on this Motion.

Respectfully Submitted,

MESSRELIAN LAW INC.

DATED: March 26, 2026

By  _____
Harout Messrelian, Esq.
Attorneys for Plaintiff
Fernando Gutierrez

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MEMORANDUM OF POINTS AND AUTHORITIES

I. INTRODUCTION

Plaintiff and Defendants have reached an agreement to settle the above-captioned action (the “Action”). Plaintiff and Defendants are collectively referred to as the “Parties” and any one of them individually may be referred to as a “Party.” The Parties have memorialized the terms of this settlement in a “PAGA Settlement Agreement” (the “Settlement Agreement”). Attached as **Exhibit 1** to the Declaration of Harout Messrelian (“Messrelian Decl.”) is a true and accurate copy of the Settlement Agreement and the PAGA notice that will be sent to the alleged aggrieved employees covered by the Settlement Agreement, being Plaintiff and all current and former non-exempt employees of Defendants in the State of California from June 28, 2023 through January 2, 2026 (“PAGA Members”), with their payment. By this Motion and pursuant to California Labor Code § 2699(l), Plaintiff seeks an order permitting settlement on the terms outlined in the Settlement Agreement.

II. ALLEGATIONS AND INVESTIGATION

Defendants manufacture facade access systems for new construction and existing buildings and offer a service department which services its own equipment and equipment manufactured by others. Plaintiff worked for Defendants as an installer/assembler from approximately early 2024 through May 2024. During his employment, Plaintiff was classified as an hourly, non-exempt employee. *See* Declaration of Harout Messrelian (“Messrelian Decl.”) ¶4.

Plaintiff complied with the procedures of Labor Code § 2699.3 for bringing suit under the Labor Code Private Attorneys General Act of 2004, Labor Code §§ 2698, et seq. (“PAGA”). On June 28, 2024, Plaintiff on behalf of himself and Defendants’ California non-exempt employees (hereafter collectively the “Aggrieved Employees”) gave written notice by electronic service to the California Labor and Workforce Development Agency (“LWDA”) and via certified mail to Defendants of their claims against Defendants. In his notice to the LWDA, Plaintiff asserted on behalf of himself and the Aggrieved Employees that Defendants (1) failed to compensate for all hours worked and to pay minimum wages (Labor Code Sections 1194,

1 1194.2, 1197, 1197.1); (2) failed to pay overtime compensation (Labor Code Section 510); (3)
2 failed to provide rest breaks (Labor Code Section 226.7); (4) failed to provide meal breaks
3 (Labor Code Sections 512, 226.7); (5) failed to timely pay wages due during employment (Labor
4 Code Section 204); (6) failed to provide accurate itemized wage statements (Labor Code Section
5 226); (7) failed to keep accurate and complete payroll records (Labor Code Section
6 1174/1174.5); (8) failed to pay wages at the end of employment (Labor Code section 203); (9)
7 failed to reimbursement business expenses (Labor Code section 2800/2802); and (10) failed to
8 provide sick pay (Labor Code Section 233/246) and provide suitable seating. Plaintiff filed his
9 initial lawsuit on October 17, 2024, in the Superior Court for the State of California, County of
10 Los Angeles, Case No. 24STCV27171, with sixteen individual causes of action and one
11 additional cause of action for PAGA penalties based on the theories as outlined in the PAGA
12 letter. *See* Messrelian Decl., ¶5.

13 Through informal discovery, Defendants produced records and represented that they
14 employed approximately 92 employees falling within Plaintiff's Aggrieved Employees
15 definition for the period from June 28, 2023 (one year and 65 days before Plaintiff's PAGA
16 lawsuit) through January 2, 2026, and that there are paychecks issued for a total of
17 approximately 3,111 pay periods worked for that same time period. *See* Messrelian Decl., ¶6.

18 The Settlement Agreement covers PAGA Members, which are Aggrieved Employees
19 employed on or after June 28, 2023 through January 2, 2026. *See* Messrelian Decl., ¶7.

20 Defendants deny any liability or wrongdoing of any kind whatsoever associated with the
21 lawsuit and the Representative PAGA Claim. It is the desire of the Parties to fully, finally, and
22 forever compromise, and discharge all PAGA claims known or unknown related to those alleged
23 in Plaintiff's lawsuit. *See* Messrelian Decl., ¶8.

24 The parties attended a full-day mediation with experienced mediator Todd Smith, Esq.
25 on December 3, 2025, and settled the matter. Before agreeing to the terms of the Settlement, the
26 Parties engaged in informal discovery regarding Defendants' policies, practices, operations,
27 time and payroll information and other topics. Prior to negotiation, Defendants produced
28 Plaintiff's personnel file, time and payroll data for Plaintiff, and time records and payroll records

1 for 19 aggrieved employees falling within Plaintiff's Aggrieved Employees definition and
2 during the applicable PAGA period. Through extensive arm's length negotiations and only after
3 discovery and investigation were performed, the Parties agreed to settlement terms. Attached
4 as Exhibit 1 is a true and accurate copy of "PAGA Settlement Agreement" (hereinafter
5 "Settlement Agreement") along with the notice that will be sent, with payment, to the PAGA
6 Members covered by the Settlement Agreement. As alluded to above, the Parties negotiated the
7 PAGA claims through arms-length negotiation during a private mediation, and only after
8 sufficient discovery was completed, including data being sent to Plaintiff's data expert for
9 analysis/review. *See* Messrelian Decl., ¶9.

10 The Parties conducted investigation of the facts and law both before and after the lawsuit
11 was filed. Counsel for the Parties have further investigated the applicable law as applied to the
12 facts discovered regarding Plaintiff's claims, the defenses thereto, and the Labor Code violations
13 claimed by Plaintiff. Based on their own independent investigations and evaluations, the Parties
14 and their respective counsel are of the opinion that the Settlement for the consideration and on
15 the terms set forth in this Motion are fair, reasonable and adequate and are in the best interests
16 of Plaintiff, the PAGA Members, and Defendants in light of all known facts and circumstances
17 and the risks inherent in litigation, especially in this post-pandemic era when most California
18 businesses are still struggling to remain afloat, much less prosper and make a large profit. *See*
19 Messrelian Decl., ¶10.

20 The Parties further recognize that the issues presented in the Action are likely only to be
21 resolved with extensive and costly pretrial and trial proceedings, and that further litigation will
22 cause inconvenience, distraction, disruption, delay, and expense disproportionate to the
23 maximum potential benefits, especially in light of the post- pandemic era and the business
24 climate. *See* Messrelian Decl., ¶11.

25 **III. FAIRNESS OF THE SETTLEMENT**

26 While this Action is a representative PAGA claim, the Parties are not obligated to follow
27 the class action procedural rules for obtaining approval of this settlement. *Arias v. Superior Court*
28 (*Angelo Dairy*) (2009) 46 Cal.4th 969.

1 Plaintiff alleges that the strongest claim is that Plaintiff and other PAGA Members were
2 not provided meal breaks under the law. *See* Messrelian Decl., ¶12.

3 Plaintiff contends that the civil penalty statutes applicable to the Action arise from
4 violations of the California Labor Code, including, but not limited to, Labor Code §§ 226.7,
5 512, 558, and 2699(f)(2). Under these civil penalty statutes, an employee who suffers a Labor
6 Code violation may be awarded a sum of money for each pay period in which he or she was
7 underpaid. However, under Labor Code § 2699(e)(2), the Court can reduce an award of civil
8 penalties if the award is unjust, arbitrary, oppressive, or confiscatory. *See* Messrelian Decl., ¶13.

9 As it relates to Plaintiff's argument for meal break violations, Plaintiff's data analysis
10 revealed a shift violation rate of 71.7% for short, late, or no meal breaks for shifts that were 6
11 hours or greater. The data revealed that 97.3% of shifts in the sample were 6 hours or greater.
12 As such, we are dealing with alleged violations covering 3,027 pay periods [3,111 total pay
13 periods x 94.4%]. If you extrapolate the 71.7% shift violation rate, it amounts to 100% of pay
14 periods having at least one meal period violation. As such, the maximum exposure for meal
15 period violations in the PAGA period, which Plaintiff understands Defendants dispute, would
16 be \$151,350, which is calculated as follows: 3,111 pay periods x 97.3% equals 3,027 affected
17 pay periods; 3,027 pay periods x \$50/pay period (civil penalty) amounts to \$151,350 in
18 exposure. *See* Messrelian Decl., ¶14.

19 As it relates to Plaintiff's other claims, there would be substantial issues with proof. In
20 terms of any rounding issues, the hours were paid to the second decimal point, and there is no
21 evidence of rounding issues. In terms of any potential regular rate issue as it relates to overtime
22 or meal/rest period premiums based on bonuses or commissions, there were no bonuses or
23 commission payments seen in the sample. As it relates to straight overtime issues, the data
24 showed that overtime hours were paid correctly when employees did in fact work overtime. As
25 it relates to rest break violations, there was no evidence on paper of rest period violations since
26 rest periods were not tracked by Defendants' timekeeping system – nor does the law require
27 tracking – as is common for most businesses in California. Additionally, Defendants claim that
28 employees were given twenty-minute rest breaks at their own discretion and convenience.

1 Furthermore, Defendants had compliant written meal and rest break policies. *See* Messrelian
2 Decl., ¶15.

3 As it relates to Plaintiff's claim of business expense reimbursement, Defendants argued
4 that equipment, such as cellphones for work purposes were offered to employees, who had an
5 option to use these company provided cellphones. Employees could choose to opt out of this
6 practice, as Plaintiff did. Defendants also argued that tools were provided to the employees, who
7 also had an option to bring their own equipment to work instead as a matter of preference.
8 Defendants argued that if employees decided to use their own cell phones or tools based on their
9 own preference, there would be no right to reimbursement of those expenses. There was also no
10 evidence seen regarding sick pay violations or suitable seating issues as well as no evidence that
11 Defendants worked on Public Works projects. Finally, Plaintiff's other claims are derivative
12 claims for violations of Labor Code sections 203, 204, and 226 for not being paid all wages
13 owed every pay period or at the end of employment as well as not receiving accurate, itemized
14 wage statements. The latter would not be triggered since meal period violations do not trigger
15 these derivative claims. *See* Messrelian Decl., ¶16.

16 Based on the above calculations, Plaintiff's exposure for the strongest disputed claim,
17 which Defendants dispute, would be \$151,350. Assuming that Plaintiff's calculations and
18 analysis are accurate, the maximum exposure presumes that the Court will not reduce the penalty
19 award as unjust, arbitrary, oppressive, or confiscatory. Based on the above analysis, a gross
20 settlement in the amount of \$80,000, an amount that is slightly over 50% of the maximum
21 disputed exposure, is a very strong result, especially in light of the risk factors as discussed
22 above. *See* Messrelian Decl., ¶17.

23 Moreover, Plaintiff is aware of no California state courts awarding Plaintiff multiple
24 PAGA penalties for the same violation for the same pay period under different Labor Code
25 provisions. As such, one of the risks Plaintiff faces is that the Court would refuse to "stack" civil
26 penalties arising under the various Labor Code statutes. Furthermore, judges have awarded
27 extremely small sums to PAGA claimants in the past. Defendants also adamantly dispute all of
28 Plaintiff's allegations in the operative Complaint. *See* Messrelian Decl., ¶18.

1
2 PAGA states a court has discretion to award a lesser amount than the maximum
3 penalty. See Lab. Code § 2699(e)(2) (“...a court may award a lesser amount than the maximum
4 civil penalty amount specified by this part if, based on the facts and circumstances of the
5 particular case, to do otherwise would result in an award that is unjust, arbitrary and oppressive,
6 or confiscatory.”); see also *Thurman v. Bayshore Transit Management, Inc.* (2012) 203
7 Cal.App.4th 1112, 1135 (reducing PAGA award). There is a substantial risk that the Court
8 could reduce civil penalties to an insignificant amount if it is unpersuaded by Plaintiff’s evidence
9 of willful and intentional conduct. *Carrington v. Starbucks* (2018) 30 Cal.App.5th 504
10 (“Carrington”) illustrates this. In that case, the Court of Appeal affirmed a trial court’s heavily
11 discounted award of only \$5 per violation because it was within the Court’s discretion to
12 significantly reduce PAGA penalties even when there is a finding that a violation of the
13 California Labor Code occurred. The plaintiff in *Carrington* had requested penalties in excess
14 of \$70 million and was successful in proving the PAGA claim during a bench trial. However,
15 the trial court reduced the total award after trial to only \$150,000 (30,000 violations x \$5) and
16 stated that this reduction was warranted because imposing the maximum penalty would be
17 “unjust, arbitrary, and oppressive”, based on Starbucks’s “good faith attempts” to comply with
18 meal break obligations and because the Court found the violations were minimal. Applying the
19 same formula here and assuming there was one violation during each pay period, the award of
20 civil penalties could not exceed \$15,555 in PAGA penalties (3,111 violations x \$5). As such,
21 this Settlement is a great result based solely on the risk the Court chooses to apply the *Carrington*
22 formula. Defendants have also posed defenses to the Labor Code claims underlying Plaintiff’s
23 allegations. Thus, the chance of Plaintiff recovering a higher amount than the Gross Settlement
24 Amount is uncertain. *See Messrelian Decl.*, ¶19.

25 The Parties further recognize that the issues presented in the Action are likely only to be
26 resolved with extensive and costly pretrial and trial proceedings, and that further litigation will
27 cause inconvenience, distraction, disruption, delay, and expense disproportionate to the
28 maximum potential benefits to the PAGA Members and Plaintiff from continued litigation. *See*

1 Messrelian Decl., ¶20.

2 The settlement of the Action involves monetary relief to all PAGA Members, Plaintiff,
3 his attorneys, and the State of California. *See* Messrelian Decl., ¶21.

4 Furthermore, Plaintiff recognizes that continued litigation presents significant risks that
5 support a significant downward departure from Plaintiff's estimated civil penalties amount. In
6 view of the risks, the Settlement represents a fair, adequate, and reasonable compromise amount
7 for these claims and is in the best interest of Plaintiff and PAGA Members and thus, warrants
8 approval. *See* *Laguna v. Coverall N. Am., Inc.*, Case No. 12-55479 (9th Cir. June 3, 2014) 2014
9 WL 2465049, * 3. The PAGA settlement and its terms are fair, just, reasonable, adequate, and
10 equitable to Defendants, Plaintiff, and the State, especially in light of the current economic
11 climate, and are the product of good faith, and informed arms-length negotiations between the
12 Parties consistent with public policy and fully comply with applicable provisions of law. *See*
13 Messrelian Decl., ¶22.

14 **IV. TERMS OF THE SETTLEMENT**

15 The Settlement Agreement covers all claims against the Released Parties (as defined in
16 the Settlement Agreement) arising during the Settlement Period for civil penalties under PAGA
17 that were asserted or could reasonably have been asserted based on the facts alleged or that could
18 have been alleged in the Action and/or the PAGA letters submitted by Plaintiff to the LWDA
19 with respect to PAGA Members from June 28, 2023 through January 2, 2026, including claims
20 for civil penalties under the PAGA for the alleged failure to: properly pay for all hours worked,
21 pay all minimum wages, pay all overtime wages, provide sick leave or written notice of sick
22 leave, provide lawful meal periods or provide meal premium compensation in lieu thereof,
23 authorize or permit lawful rest breaks or provide rest premium compensation in lieu thereof,
24 reimburse necessary business expenses, timely pay all wages during employment and upon
25 separation of employment, provide compliant wage statements, and for civil penalties for
26 violation of and/or based on California Labor Code §§ 201-203, 204, 204b, 210, 226, 226.3,
27 226.7, 233, 246, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 1771, 1774,
28 2800, 2802 et seq., and all applicable Wage Orders provisions. *See generally* Messrelian Decl.,

1 **Exhibit 1**, paragraph 1.27.

2 Defendants agree to pay \$80,000 toward the Settlement (the “Gross Settlement Amount”
3 or “GSA”) which will be distributed as follows:

- 4 i. \$26,666.67 (1/3 of the GSA) in attorneys’ fees to Harout Messrelian, Esq. of
5 Messrelian Law Inc.
- 6 ii. \$9,827.02 in attorney litigation costs to Harout Messrelian, Esq. of Messrelian
7 Law Inc.
- 8 iii. \$3,490.00 in PAGA Settlement Administrator costs to the Settlement
9 Administrators (Apex).
- 10 iv. \$40,016.31 (the “Net Settlement Amount” or “NSA”) will be divided as follows:
 - 11 a. \$26,010.60 (65% of “NSA”) to the LWDA, which represents civil
12 penalties payable to the LWDA under the Labor Code Private Attorneys
13 General Act (“PAGA”), Labor Code section 2698, *et seq.*; and
 - 14 b. \$14,005.71 (35% of NSA) (the “PAGA Members Amount”) to the PAGA
15 Members, which represents civil penalties payable to the PAGA Members
16 as civil penalties that are allegedly owed in the Action for the period from
17 June 28, 2023 through January 2, 2026. *See* Messrelian Decl., **Exhibit 1**,
18 paragraph 3.2.1 to 3.2.3.

19 The Settlement Administrator will calculate each Individual PAGA Member Payment by
20 (a) dividing the amount of the PAGA Members’ 35% share of PAGA Penalties by the total
21 number of PAGA Period Pay Periods worked by all PAGA Members during the PAGA Period
22 and (b) multiplying the result by each PAGA Members’ PAGA Period Pay Periods. *See*
23 Messrelian Decl., **Exhibit 1**, paragraph 3.2.3.1.

24 The Settlement Administrator will report the Individual PAGA Member Payments on IRS
25 1099 Forms. Plaintiff and the PAGA Members assume full responsibility for satisfying their own
26 tax obligations associated with any payments they receive under this Agreement. *See* Messrelian
27 Decl., **Exhibit 1**, paragraph 3.2.3.2.

28

1 **V. THE PROPOSED FEE AMOUNT FOR ATTORNEY'S FEES AND COST**
2 **AMOUNT FOR LITIGATION EXPENSES IS FAIR, ADEQUATE, AND REASONABLE**
3 **AND SHOULD BE APPROVED**

4 Plaintiff's counsel represents Plaintiff on a straight contingency basis. Plaintiff's counsel's
5 request for \$26,666.67 in attorney fees and \$9,827.02 in litigation costs is fair and reasonable.
6 "Empirical studies show that, regardless of whether the percentage method or the lodestar method
7 is used, fee awards in class actions average around one-third of the recovery. *Chavez v. Netflix,*
8 *Inc.* (2008) 162 Cal.App.4th 43, 47 fn. 11 (quoting *Shaw v. Toshiba America Information Systems,*
9 *Inc.* (E.D. Tex. 2000) 91 F.Supp.2d 942, 972; *See also Lafitte v. Robert Half Int'l Inc.* (Cal. Aug.
10 11, 2016) 1 Cal.5th 480, 503, 376 P.3d 672, 686 (holding that courts can use the percentage method
11 for the calculation of attorneys' fees). This is also consistent with Plaintiff's Counsel's experience
12 in cases involving PAGA claims. This award is justified here because Plaintiff's counsel achieved
13 a strong result for the PAGA Members and the State while bearing the substantial burdens of
14 contingency representation. *See Messrelian Decl.*, ¶¶25-26.

15 It is an accepted practice in wage and hour class action settlements to award attorneys'
16 fees to Plaintiff's Counsel based on a percentage of the total settlement value agreed upon by the
17 Parties. California courts have long recognized that an appropriate method for awarding
18 attorneys' fees in class actions is to award a percentage of the common fund. (*Serrano v. Priest*
19 (1977), 20 Cal.3d. 25, 48-49 ["when a number of persons are entitled in common to a specific
20 fund, and an action brought by a plaintiff or plaintiffs for the benefit of all results in the creation
21 or preservation of that fund, such plaintiff or plaintiffs may be awarded attorney's fees out of the
22 fund"]; *Wershba v. Apple Computer, Inc.* (2001), 91 Cal.App.4th, 230, 254; *Lealao v. Beneficial*
23 *California, Inc.* (2000) 82 Cal.App.4th 19, 26-30.)

24 The litigation costs expended to aid in the representation of the PAGA Members
25 include the following: lawsuit filing fee of \$454.22; PAGA initial filing fees of \$75.00;
26 mediation fee of \$9,025.00; and miscellaneous filing fees of \$272.80 for a total of \$9,827.02.
27 All of these costs are documented and reasonably incurred. *See Messrelian Decl.*, ¶27.

1 **VI. NO ADMISSION OF LIABILITY OR WRONGDOING**

2 The Settlement, this Agreement and the Parties' willingness to settle the Action will have
3 no bearing on, and will not be admissible in connection with, any litigation (except for
4 proceedings to enforce or effectuate the Settlement and this Agreement). *See* Messrelian Decl.,
5 **Exhibit 1**, paragraph 10.1.

6
7 **VII. PAGA SETTLEMENT ADMINISTRATION**

8
9 The Parties agree to use Apex Class Action Administration to handle the administration
10 of this Settlement. *See* Messrelian Decl., **Exhibit 1**, paragraph 1.31.

11
12 PAGA Member Data. Within fifteen (15) days of the Effective Date, Defendants will
13 deliver the PAGA Member Data to the Settlement Administrator in the form of a Microsoft Excel
14 spreadsheet and shall include: each PAGA Member's full name; last known address; Social
15 Security Number; start dates and end dates of employment; and any other information the
16 Settlement Administrator deems necessary to accurately calculate the number of PAGA Pay
17 Periods worked by each PAGA Member during the PAGA Period. To protect PAGA Members'
18 privacy rights, the Settlement Administrator must maintain the PAGA Members' Data in
19 confidence, use the PAGA Member Data only for purposes of this Settlement and for no other
20 purpose, and restrict access to the PAGA Member Data to Settlement Administrator employees
21 who need access to the PAGA Member Data to effect and perform under this Agreement.
22 Defendants have a continuing duty to immediately notify Plaintiff's Counsel if it discovers that
23 the PAGA Member Data omitted employee identifying information and to provide corrected or
24 updated PAGA Member Data as soon as reasonably feasible. Without any extension of the
25 deadline by which Defendants must send the PAGA Member Data to the Settlement
26 Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to
27 reconstruct or otherwise resolve any issues related to missing or omitted PAGA Member Data.

28 Funding of the PAGA Gross Settlement Amount. Defendants shall pay the PGSA in full
on the Funding Date.

1 Payments from the Gross Settlement Amount. Within fourteen (14) days after Defendants
2 fully fund the PAGA Gross Settlement Amount, the Settlement Administrator will mail checks
3 for all Individual PAGA Member Payments, the LWDA PAGA Payment, the Settlement
4 Administration Costs, Plaintiff's Counsel Fees Payment, and Plaintiff's Counsel Litigation
5 Expenses Payment.

6 The Settlement Administrator will issue checks for the Individual PAGA Member
7 Payments and send them to the PAGA Members via First Class U.S. Mail, postage prepaid. The
8 face of each check shall prominently state the date (not less than 180 days after the date of
9 mailing) when the check will be voided (the "Void Date"). The Settlement Administrator will
10 cancel all checks not cashed by the Void Date. Before mailing any checks, the Settlement
11 Administrator must update the recipients' mailing addresses using the National Change of
12 Address Database.

13 The Settlement Administrator must conduct a PAGA Member Address Search for all
14 PAGA Members whose checks are returned undelivered without USPS forwarding address.
15 Within seven (7) days of receiving a returned check the Settlement Administrator must re-mail
16 checks to the USPS forwarding address provided or to an address ascertained through the PAGA
17 Member Address Search. The Settlement Administrator need not take further steps to deliver
18 checks to PAGA Members whose re-mailed checks are returned as undelivered. The Settlement
19 Administrator shall promptly send a replacement check to any PAGA Member whose original
20 check was lost or misplaced, requested by the PAGA Member prior to the Void Date.

21 For any PAGA Member whose Individual PAGA Member Payment check is uncashed
22 and cancelled after the Void Date, the Settlement Administrator shall transmit the funds
23 represented by such checks to the State of California's Unclaimed Property Division in the name
24 of the PAGA Member to whom those funds were originally issued.

25
26 Within seven (7) calendar days after receiving the PAGA Member Data, the Settlement
27 Administrator will provide the Parties with a spreadsheet showing its calculations for anticipated
28 payments to the PAGA Members and the allocation of pay periods for each individual. The

1 Administrator shall redact any identifying information and instead use an employee number to
2 differentiate (except as to the named Plaintiff in the Action) in order to protect the PAGA
3 Members' confidential information.

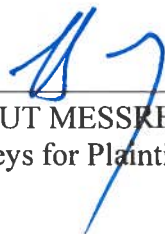
4 See Messrelian Decl., **Exhibit 1**, paragraphs 4.2 to 4.4.4.

5
6 **VIII. CONCLUSION**

7 Based upon all of the above and the other documents filed in support of this Motion,
8 Plaintiff respectfully requests that the Court grant this Motion.

9
10 Respectfully Submitted,
11 **MESSRELIAN LAW INC.**

12 DATED: March 26, 2026

13 By 
14 HAROUT MESSRELIAN, ESQ.
15 Attorneys for Plaintiff
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PROOF OF SERVICE BY E-MAIL

Gutierrez v. Sky Rider Equipment Company, Inc. et al.
Los Angeles County Case No. 24STCV27171

STATE OF CALIFORNIA)
)
COUNTY OF LOS ANGELES)

I, 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 101 N. Brand Blvd., Suite 1450, Glendale, California 91203 and my email address is hm@messrelianlaw.com.

On **March 26, 2026**, I served the foregoing: **PLAINTIFF'S NOTICE OF UNOPPOSED MOTION FOR APPROVAL OF PAGA SETTLEMENT; MEMORANDUM OF POINTS AND AUTHORITIES THEREOF; DECLARATION OF HAROUT MESSRELIAN IN SUPPORT OF UNOPPOSED MOTION FOR APPROVAL OF PAGA SETTLEMENT; [PROPOSED] ORDER ON UNOPPOSED MOTION FOR APPROVAL OF PAGA SETTLEMENT** on the interested parties by placing a true copy thereof, enclosed in a sealed envelope with postage thereon fully prepaid, in the United States mail at Glendale, California, and/or by following one of the methods of service as follows:

LEWIS BRISBOIS BISGAARD & SMITH, LLP
Jasmine Shams
Celine Sim
Jasmine.Shams@lewisbrisbois.com
Celine.Sim@lewisbrisbois.com
Attorneys for Defendants

(X) **(BY ELECTRONIC TRANSMISSION)** Pursuant to electronic service CCP Sec 1010.6, I transmitted the document(s) electronically to the person (s) at the email address(es) above. Transmission was reported as complete and without error.

I declare under the penalty of perjury under the laws of the State of California, that the foregoing is true and correct. Executed on **March 26, 2026**, at Glendale, California.



Harout Messrelian



Make a Reservation

FERNANDO GUTIERREZ vs SKY RIDER EQUIPMENT COMPANY, INC., et al.

Case Number: 24STCV27171 Case Type: Civil Unlimited Category: Other Employment Complaint Case
Date Filed: 2024-10-17 Location: Stanley Mosk Courthouse - Department 34

Reservation

Case Name:

FERNANDO GUTIERREZ vs SKY RIDER EQUIPMENT
COMPANY, INC., et al.

Case Number:

24STCV27171

Type:

Motion for Order (Approving PAGA Settlement)

Status:

RESERVED

Filing Party:

Fernando Gutierrez (Plaintiff)

Location:

Stanley Mosk Courthouse - Department 34

Date/Time:

04/20/2026 9:30 AM

Number of Motions:

1

Reservation ID:

876211198099

Confirmation Code:

CR-APK4QKV6JCBW69AVY

Fees

Description	Fee	Qty	Amount
Motion for Order (name extension)	0.00	1	0.00
TOTAL			\$0.00

Payment

Amount:

\$0.00

Type:

NOFEE

Account Number:

n/a

Authorization:

n/a

Payment Date:

n/a

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