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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF CONTRA COSTA**

GLORIA NASH, individually, and on behalf of
all others similarly situated,

Plaintiff,

v.

1ST NORTHERN CALIFORNIA CREDIT
UNION, a California nonprofit corporation; and
DOES 1 through 10, inclusive,

Defendants.

Case No.: C24-01997

*[Assigned for All Purposes to the Hon.
Edward Weil, Dept. 39]*

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

Action Filed: July 30, 2024

1 **[PROPOSED] ORDER**

2 Having reviewed Plaintiff Gloria Nash's ("Plaintiff") Motion for Preliminary Approval
3 of Class Action and PAGA Settlement ("Motion"), the Declaration of John G. Yslas, the
4 Declaration of Gloria Nash, and the Class Action and PAGA Settlement Agreement
5 ("Settlement Agreement"), and good cause appearing, the Court finds and HEREBY ORDERS
6 THE FOLLOWING:

7 1. The Court finds on a preliminary basis that the Settlement Agreement appears to
8 be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval.
9 The Court grants preliminary approval of the Settlement and the Settlement Class based on the
10 terms set forth in the Settlement Agreement between Plaintiff and Defendant 1st Northern
11 California Credit Union ("Defendant"), attached to the Declaration of John G. Yslas in Support
12 of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement as
13 **Exhibit 1.**

14 2. The Settlement falls within the range of reasonableness of a settlement which
15 could ultimately be given final approval by this Court, and appears to be presumptively valid,
16 subject only to any objections that may be raised at the Final Approval Hearing and final
17 approval by this Court. The Court notes that Defendant has agreed to create a common fund of
18 \$700,000.00 to cover (a) settlement payments to Class Members who do not validly opt out; (b)
19 a \$17,500.00 allocation toward civil penalties under the Private Attorneys General Act, 65% of
20 which (\$11,375.00) will be paid to California's Labor & Workforce Development Agency and
21 35% of which (\$6,125.00) will be paid to Aggrieved Employees; (c) Class Representative
22 Service Payment of up to \$10,000.00 to Plaintiff; (d) Class Counsel's attorneys' fees, not to
23 exceed one third (1/3) of the Gross Settlement Amount (currently estimated to be \$233,333.33),
24 and up to \$30,000.00 in costs for actual litigation expenses incurred by Class Counsel; and (e)
25 Settlement Administration Costs of up to \$10,000.00.

26 3. The Court preliminarily finds that the terms of the Settlement appear to be within
27 the range of possible approval, pursuant to California Code of Civil Procedure § 382 and
28 applicable law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair

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

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

16 5. The Court provisionally certifies for settlement purposes only the following class
17 (the "Class"): "all current former hourly, non-exempt employees who were employed by
18 Defendant, either directly or through any predecessor, successor, assign, subsidiary, staffing
19 agency, or professional employer organization, in the State of California during the Class
20 Period."

21 6. "Class Period" means the period from July 30, 2020, through June 1, 2025.

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

1 available methods for the fair and efficient adjudication of the controversy.

2 8. The Court appoints as Class Representative, for settlement purposes only,
3 Plaintiff Gloria Nash. The Court further preliminarily approves Plaintiff's ability to request an
4 incentive award up to \$10,000.00.

5 9. The Court appoints, for settlement purposes only, John G. Yslas, William M. Pao,
6 Refugio Ortega-Carrillo, Emily K. Borman, and Courtney M. Miller of Wilshire Law Firm,
7 PLC, as Class Counsel. The Court further preliminarily approves Class Counsel's ability to
8 request attorneys' fees of up to one third (1/3) of the Gross Settlement Amount (currently
9 estimated to be \$233,333.33), and litigation costs not to exceed \$30,000.00.

10 10. The Court appoints Apex Class Action LLC as the Settlement Administrator with
11 reasonable administration costs estimated not to exceed \$10,000.00.

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

17 12. The Parties are ordered to carry out the Settlement according to the terms of the
18 Settlement Agreement.

19 13. Any Class Member who does not timely and validly request exclusion from the
20 Settlement may object to the Settlement Agreement.

21 14. The Court orders the following Implementation Schedule:

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	7 days after the Court grants Preliminary Approval of the Settlement
Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class Data

Response Deadline: Last day for Class Members to submit written objections, challenges to workweeks and/or pay periods, and requests for exclusion	45 days after Class Notice is mailed out by the Administrator (with an additional 14 days for Class Members whose Class Notice was remailed)
Filing Deadline: Last day to file Motion for Final Approval, Request for Attorneys' Fees and Costs, and Class Representative Service Payment to Plaintiff	16 court days before the Final Approval Hearing
Final Approval Hearing	_____, 2026, at _____ a.m./p.m. in Dept. 39 of the above-referenced Court.

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

IT IS SO ORDERED.

DATE: _____

HON. EDWARD WEIL
JUDGE OF THE SUPERIOR COURT