



FILED

San Francisco County Superior Court

FEB 14 2025

CLERK OF THE COURT

BY: Edmond J. [Signature]
Deputy Clerk

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN FRANCISCO

DEPARTMENT 304

DAN BECK and BIENVENIDA SALAZAR,
individually and on behalf of all others similarly
situated,

Plaintiffs,

v.

UNIVERSITY OF SAN FRANCISCO, a
California Corporation,

Defendant.

Case No. CGC-21-588930

JUDGMENT

JUDGMENT

1 **JUDGMENT**

2 Judgment is hereby entered in accordance with the terms of this Court's Final Approval
3 Order dated February 14, 2025. For purposes of this Judgment, the Court hereby incorporates the
4 Amended Class Action and PAGA Settlement Agreement ("Settlement"), attached as Exhibit 1 to
5 the Supplemental Declaration of Julian Hammond In Support of Plaintiffs' Motion for Preliminary
6 Approval of Class Action Settlement filed June 28, 2024, by reference.

7 1. The Settlement Class is defined as follows:

8 a. The Unpaid Wage Class is defined as: all part-time adjunct Instructors
9 employed by the University of San Francisco at any time during the Class Period,
10 defined as January 4, 2017 through September 8, 2020, who in 2017 earned less
11 than \$3,640.00 in any calendar month in which the instructor was paid wages; who
12 in 2018 earned less than \$3,813.33 in any calendar month in which the instructor
13 was paid wages; who in 2019 earned less than \$4,160 in any calendar month in
14 which the instructor was paid wages; or who in 2020 earned less than \$4,506.67 in
any calendar month in which the instructor was paid wages. Unpaid Wage Class
Members employed between September 1 and 8, 2020 will be considered to be part
of this class if their earnings for the entire month of September 2020 were less than
\$4,506.67.

15 b. The Wage Statement Class is defined as: (a) all part-time adjunct instructors
16 employed by the University of San Francisco during the Wage Statement Class
17 Period (January 4, 2020 through September 8, 2020), who earned less than
\$4,506.67 in any calendar month in which the instructor was paid wages; and (b)
18 all part-time adjunct instructors who fell within the definition of the certified class
in *Gola v. University of San Francisco*, Case No. CGC-18-565018 (San Francisco
19 Cnty. Super. Ct.) and were omitted from the class list in that case.

20 c. The Expense Reimbursement Class includes all current and former employees
21 of the University of San Francisco who worked remotely in California at any time
from March 11, 2020 through July 31, 2021.

22 2. No Class Members objected to the Settlement.

23 3. Five Class Members submitted timely requests for exclusion: Jeffrey Hagerty,
24 Insun Cho, Juman Khweis, Michael Hughes, and Priscilla Javed.

25 4. All Class Members, except those who timely opted out of the Settlement, are bound
26 by this Judgment and the Settlement. Each Participating Class Member is hereby deemed to have
27 fully, finally, and forever released, relinquished, and discharged Defendant and all Released
28 Parties, as defined in the Settlement, from the Released Claims described in the Settlement.

1 5. All Aggrieved Employee and the State of California are hereby deemed to have
2 expressly released, waived, and relinquished the Released PAGA Claims, as defined in the
3 Settlement. All Aggrieved Employees are hereby barred from bringing, joining, or otherwise
4 participating in a PAGA representative action or otherwise making, joining, or otherwise
5 participating in a claim against any of the Released Parties for any of the Released PAGA Claims.
6 The State of California shall be barred from pursuing recovery of any civil penalties from any of
7 the Released Parties for any of the Released PAGA Claims.

8 6. The Gross Settlement Amount is \$3,888,888.00, inclusive of Defendant's share of
9 payroll taxes. In its Final Approval Order, the Court authorized the following distributions from
10 the Gross Settlement Amount: (1) \$1,296,296.00 in attorneys' fees to Class Counsel; (2)
11 \$24,435.67 in litigation costs to Class Counsel; (3) a \$5,000.00 Class Representative Service
12 Payment to Plaintiff Dan Beck; (4) a \$7,500.00 Class Representative Service Payment to Plaintiff
13 Bienvenida Salazar; (5) a \$29,920.00 Administration Expenses Payment to Simpluris, Inc.; and
14 (6) a \$75,000 PAGA allocation to the California Labor & Workforce Development Agency
15 ("LWDA").

16 7. The Settlement Administrator is directed to calculate the Settlement Class
17 Members' individual settlement amounts from the net settlement and issue payments in accordance
18 with the Settlement.

19 8. Pursuant to California Rules of Court, rule 3.771(b), Plaintiffs will provide Notice
20 of the Final Approval Order, and this Judgment, to the Settlement Class by posting it on the
21 Settlement Administrator's case website.

22 9. This document shall constitute a final judgment pursuant to California Rules of
23 Court, rule 3.769(h).

24 10. Without affecting the finality of the Court's judgment in any way, the Court retains
25 exclusive and continuing jurisdiction over the litigation to enforcing the terms of this Judgment,
26 and supervising, implementing, interpreting, and enforcing the Final Approval Order, this
27 Judgment, and the Settlement.

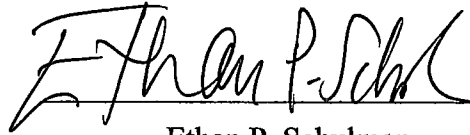
28 11. Plaintiffs shall submit a copy of this Judgment to the LWDA within 10 days after

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entry pursuant to Labor Code section 2699(s)(3).

IT IS SO ORDERED.

Dated: February 4, 2025



Ethan P. Schulman

Judge of the Superior Court

CERTIFICATE OF ELECTRONIC SERVICE
(CCP 1010.6(6) & CRC 2.260(g))

I, Edward Santos, a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am not a party to the within action.

On February 14, 2025 , I electronically served:

JUDGMENT

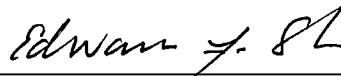
via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Dated:

FEB 14 2025

Brandon E. Riley, Court Executive Officer

By:



Edward Santos, Deputy Clerk