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

CECILIA ESTRADA, individually and on behalf
of others similarly situated employees and
aggrieved employees pursuant to the California
Private Attorneys General Act,

Plaintiff,

vs.

THE ROMAN CATHOLIC ARCHBISHOP OF
LOS ANGELES; and DOES 1 through 25,
inclusive,

Defendants.

Case No. 24STCV07184

Honorable Laura A. Seigle
Department 17

~~REVISED~~ ~~PROPOSED~~ **FINAL**
APPROVAL ORDER AND JUDGMENT

Date: August 6, 2025
Time: 9:00 a.m.
Dept.: 17

Complaint Filed: March 21, 2024
FAC Filed: April 3, 2024
SAC Filed: March 3, 2025
Trial Date: Not Set

1 Plaintiff Cecilia Estrada’s (“Plaintiff”) Motion for Final Approval of Class Action and PAGA
2 Settlement, Attorneys’ Fees and Costs, Enhancement Payment, and Settlement Administration Costs
3 came before this Court on **August 6, 2025 at 9:00 a.m.** before the Honorable Laura A. Seigle in
4 Department 17 of the above-captioned Court located at 312 North Spring Street, Los Angeles,
5 California 90012.

6 Having received and considered the Joint Stipulation of Class Action and PAGA Settlement
7 and First Amendment to Joint Stipulation of Class Action and PAGA Settlement (together,
8 “Settlement Agreement” or “Settlement”), Plaintiff’s Motion for Final Approval of Class Action and
9 PAGA Settlement, Attorneys’ Fees and Costs, Enhancement Payment, and Settlement Administration
10 Costs, the supporting papers filed by the Parties, the Declarations of Class Counsel (Karen I. Gold),
11 the Class Representative (Cecilia Estrada), and the Settlement Administrator (Makenna Snow on
12 behalf of ILYM Group, Inc.), and the evidence and argument received by the Court in conjunction
13 with the Motion for Preliminary Approval of Class Action and PAGA Settlement and documents
14 thereto, the Court grants final approval of the Settlement and HEREBY ORDERS AND MAKES THE
15 FOLLOWING DETERMINATION:

16 1. This Court has jurisdiction over the subject matter of the above-captioned action and
17 over Plaintiff and Defendant The Roman Catholic Archbishop of Los Angeles (“Defendant”)
18 (together, with Plaintiff, the “Parties”), including all members of the Class.

19 2. The Court finds that the following Class is properly certified as a class for settlement
20 purposes only: “All current and former hourly-paid or non-exempt employees who worked for
21 Defendant within the State of California at any time during the Class Period.” The “Class Period” is
22 defined as the period from March 21, 2020 through April 23, 2025.

23 3. The Court appoints Plaintiff Cecilia Estrada as the Class Representative for settlement
24 purposes only.

25 4. The Court appoints Jonathan M. Genish, Karen I. Gold, Sara Pezeshkpour, and Marissa
26 A. Mayhood of Blackstone Law, APC as Class Counsel for settlement purposes only.

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1 5. The Notice of Class Action Settlement (“Class Notice”) provided to the Class conforms
2 with the requirements of California Code of Civil Procedure section 382, California Civil Code section
3 1781, California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and
4 any other applicable law, and constitutes the best notice practicable under the circumstances, by
5 providing individual notice to all Class Members who could be identified through reasonable effort,
6 and by providing due and adequate notice of the proceedings and of the matters set forth therein to the
7 other Class Members. The Class Notice fully satisfied the requirements of due process.

8 6. The Court finds the Settlement was entered into in good faith, that the Settlement is
9 fair, reasonable, and adequate, and that the Settlement satisfies the standards and applicable
10 requirements for final approval of this class action settlement under California law, including the
11 provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule
12 3.769.

13 7. The Settlement Agreement is not an admission by Defendant, or by any other Released
14 Party, nor is this Order and Judgment a finding of the validity of any allegations or of any wrongdoing
15 by Defendant or any other Released Party. Neither this Order and Judgment, the Settlement, nor any
16 document referred to herein, nor any action taken to carry out the Settlement, may be construed as, or
17 may be used as, an admission of any fault, wrongdoing, omission, concession, or liability whatsoever
18 by or against Defendant or any of the other Released Parties.

19 8. The Court finds that no Class Members have validly and timely opted out of the Class
20 Settlement and no Settlement Class Members have objected to the Class Settlement.

21 9. In addition to any recovery that Plaintiff may receive under the Settlement, and in
22 recognition of Plaintiff’s efforts on behalf of the Class, the Court hereby approves the payment from
23 the Gross Settlement Amount of an Enhancement Payment to Plaintiff in the amount of \$7,500.00.

24 10. The Court approves the payments from the Gross Settlement Amount of attorneys’ fees
25 to Class Counsel in the sum of \$824,408.33 and reimbursement of actual litigation costs and expenses
26 to Class Counsel in the sum of \$19,000.00. The attorneys’ fees and reimbursement of litigation costs
27 and expenses to Class Counsel are reasonable amounts. The reasonableness of the fee award is
28 determined based on a reasonable percentage of the common fund obtained for the Class. Awarding

1 fees on a percentage basis encourages efficient litigation practices and reflects the actual benefit
2 obtained for the Class.

3 11. The Court approves and orders payment from the Gross Settlement Amount in the
4 amount of \$11,550.00 to ILYM Group, Inc. for performance of settlement administration services.

5 12. The Court approves and orders payment in the amount of \$75,000.00 to the California
6 Labor Workforce and Development Agency (“LWDA”) as 75% of the payment allocated toward
7 PAGA penalties.

8 13. It is hereby ordered that within fifteen (15) calendar days after the Effective Date,
9 Defendant will deposit the Gross Settlement Amount into an account established by the Settlement
10 Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

11 14. It is hereby ordered that within five (5) business days after Defendant funds the Gross
12 Settlement Amount, the Settlement Administrator will distribute the Individual Settlement Payments
13 to Settlement Class Members, Individual PAGA Payments to PAGA Employees, Attorneys’ Fees and
14 Costs to Class Counsel, Enhancement Payment to Plaintiff, LWDA Payment to the LWDA, and
15 Settlement Administration Costs to itself.

16 15. Each Individual Settlement Payment and Individual PAGA Payment check will be
17 valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are
18 issued, and thereafter, will be canceled. Any funds associated with such canceled checks will be
19 distributed by the Settlement Administrator to the California Controller’s Unclaimed Property
20 Division in the name of the Settlement Class Member and/or PAGA Employee.

21 16. Upon the Effective Date and full funding of the Gross Settlement Amount and
22 Employer Taxes to the Settlement Administrator, Plaintiff and all Settlement Class Members will be
23 deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged
24 the Released Parties of any and all claims, debts, liabilities, demands, obligations, guarantees, costs,
25 expenses, attorneys’ fees, damages, or causes of action which were alleged or which could have been
26 alleged based on the factual allegations in the Operative Complaint, arising during the Class Period,
27 under any federal, state, or local law, and shall specifically include claims for Defendant’s alleged
28 failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated

premium payments, timely pay wages during employment and upon termination, provide complaint wage statements, maintain complete and accurate payroll records, reimburse necessary business-related expenses, and failure to comply with requests to inspect records in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Order 4-2001, and all claims for attorneys' fees and costs and statutory interest in connection therewith, California Business and Professions Code sections 17200, *et seq.*, and any other claims, including claims for statutory penalties, pertaining to the Class Members (collectively, "Released Class Claims").

17. Upon the Effective Date and full funding of the Gross Settlement Amount and Employer Taxes to the Settlement Administrator, Plaintiff, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of any and all claims arising from any of the factual allegations in the PAGA Letter, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, including all claims for attorneys' fees and costs related thereto, for Defendant's alleged failure to pay straight, overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely provide a copy of records, timely pay wages during employment and upon termination, provide complaint wage statements, maintain complete and accurate payroll records, reimburse necessary business-related expenses, and failure to comply with requests to inspect records in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Order 4-2001 (collectively, "Released PAGA Claims").

18. Upon the Effective Date and full funding of the Gross Settlement Amount and Employer Taxes to the Settlement Administrator, Plaintiff, individually and on her own behalf, will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties from any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees, damages, or causes of action of any kind or nature

1 whatsoever, known or unknown, suspected or unsuspected, asserted or unasserted, which Plaintiff, at
2 any time of execution of this Settlement Agreement, had or claimed to have or may have, including
3 but not limited to any and all claims arising out of, relating to, or resulting from her employment and/or
4 separation of employment with the Released Parties, including any claims arising under any federal,
5 state, or local law, statute, ordinance, rule, or regulation or Executive Order relating to employment,
6 including, but in no way limited to, any claim under Title VII of the Civil Rights Act of 1964, as
7 amended, 42 U.S.C. § 1981; the Americans with Disabilities Act; the Family and Medical Leave Act;
8 the Employee Retirement Income Security Act; the California Family Rights Act; the California Fair
9 Employment and Housing Act; all claims for wages or penalties under the Fair Labor Standards Act;
10 all claims for wages or penalties under the California Labor Code; Business and Professions Code
11 sections 17200 *et seq.*; all laws relating to violation of public policy, retaliation, or interference with
12 legal rights; any and all other employment or discrimination laws; whistleblower claims; any tort,
13 fraud, or constitutional claims; and any breach of contract claims or claims of promissory estoppel. It
14 is agreed that this is a general release and is to be broadly construed as a release of all claims, provided
15 that, notwithstanding the foregoing, this Paragraph expressly does not include a release of any claims
16 that cannot be released hereunder by law. Plaintiff understands and expressly agrees that the
17 Settlement Agreement extends to claims that she has against Defendant, of whatever nature and kind,
18 known or unknown, suspected or unsuspected, vested or contingent, past, present, or future, arising
19 from or attributable to an incident or event, occurring in whole or in part, on or before the execution
20 of the Settlement Agreement. Any and all rights granted under any state or federal law or regulation
21 limiting the effect of the Settlement Agreement, including the provisions of Section 1542 of the
22 California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California Civil
23 Code reads as follows:

24 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR
25 RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER
26 FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY
27 HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT
28 WITH THE DEBTOR OR RELEASED PARTY.

19. “Released Parties” means Defendant and its current and former officers, directors,
members, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and assigns.

20. This Court shall retain jurisdiction with respect to all matters related to the administration and consummation of the Settlement, and any and all claims, asserted in, arising out of, or related to the subject matter of the lawsuit, including but not limited to all matters related to the Settlement and the determination of all controversies relating thereto.

21. Notice of entry of this Order and Judgment shall be given to the Class Members by posting a copy of this Order and Judgment on the Settlement Administrator's website for a period of at least sixty (60) calendar days after the date of entry of this Order and Judgment.

22. A Non-Appearence Case Review re: Final Report is set for _____ in Department 17 of this Court located at 312 North Spring Street, Los Angeles, California 90012. The Settlement Administrator shall file a Final Report by _____.

IT IS SO ORDERED.

Dated: 08/06/2025



Laura Seigle
Honorable Laura A. Seigle

Laura A. Seigle / Judge