

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

RAMON ANDRADE, as an individual and
on behalf of all others similarly situated,

Plaintiff,

v.

HARBOR TRUCK BODIES, INC., a
California corporation, and DOES 1 through
50, inclusive,

Defendants.

Case No.: 30-2023-01367894-CU-OE-CXC

ASSIGNED FOR ALL PURPOSES TO:
HON. MELISSA R. MCCORMICK

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

Action filed: December 18, 2023

Plaintiff RAMON ANDRADE's ("Plaintiff") Motion for Preliminary Approval of Class Action and PAGA Settlement ("Motion") came on regularly for hearing before this Court on July 16, 2026 at 2:00 p.m. Plaintiff moved for preliminary approval of the settlement ("Settlement"). Plaintiff and Defendant HARBOR TRUCK BODIES, INC. (collectively, the "Parties") seek approval of the Settlement which is memorialized collectively in the fully executed Class and PAGA Action Settlement Agreement, First Amendment to Class and PAGA Action Settlement Agreement, Second Amendment to Class and PAGA Action Settlement Agreement and Third Amendment to Class and PAGA Action Settlement Agreement (together, the four documents are hereinafter referred to as the "Settlement Agreement" or the "Settlement"). The Settlement Agreement is attached hereto as Exhibit 1.

NOW, THEREFORE, based upon the Settlement Agreement and upon all of the files, records, proceedings in this matter, and good cause appearing, **IT IS HEREBY ORDERED** that:

1 1. The Settlement is preliminarily approved. All terms used herein shall have the same
2 meaning as defined in the Settlement Agreement. The Settlement appears to be fair, adequate, and
3 reasonable to the Class.

4 2. The Court preliminarily certifies the following class for settlement purposes:

5 **All persons within the State of California who are or**
6 **were employed by Defendant in California and**
7 **classified as non-exempt employees during any portion**
8 **of the Class Period (the “Class” or “Class Members”).**

9 The Class Period is the period from December 18, 2019 to September 8, 2024.

10 3. The Gross Settlement Amount is \$450,000. The Court preliminarily approves the
11 following deductions from the Gross Settlement Amount: (1) A Class Counsel Fees Payment not to
12 exceed \$135,000.00 and a Class Counsel Litigation Expenses Payment not to exceed \$10,000.00; (2)
13 A Class Representative enhancement award not to exceed \$2,500.00; and (3) Settlement
14 Administration expenses not to exceed \$8,600.00.

15 4. The Court hereby also preliminarily approves payment from the Gross Settlement
16 Amount in the amount of \$20,000.00 in total PAGA penalties (“PAGA Payment”). Seventy-five
17 percent (75%) of the PAGA Payment (\$15,000.00) will be paid to the California Labor and Workforce
18 Development Agency (“LWDA”), and the remaining twenty-five percent (25%) of the PAGA
19 Payment (\$5,000.00) shall be distributed to the aggrieved employees eligible to recover the PAGA
20 Payment, which consist of all persons within the state of California who are or were employed by
21 Defendant in California and classified as non-exempt employees during any portion of the PAGA
22 Period. The PAGA Period is the period from December 12, 2022 to September 8, 2024.

23 5. A final approval hearing on the question of whether the proposed Settlement, the Class
24 Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, the Administration Expenses
25 Payment, and the Class Representative Service Award should be finally approved as fair, reasonable,
26 and adequate as to the members of the Class, is scheduled in Department CX105 on the date and time
27 set forth in the Implementation Schedule in Paragraph 12 below.

28 6. The Court approves, as to form and content, the Notice of Class and PAGA Action

1 Settlement and its attached forms (the "Notice Packet"), which is attached hereto as Exhibit 2.
2 Attached hereto as Exhibit 3 is the certified Spanish translation of the Notice Packet.

3 7. The Court approves the procedure for Class Members to participate in, to opt out of,
4 and to object to the Settlement, as set forth in the Settlement Agreement.

5 8. The Court preliminarily appoints Plaintiff RAMON ANDRADE as Class
6 Representative; and Amir Seyedfarshi, Esq. of Employment Rights Lawyers, APC, and Farrah
7 Mirabel, Esq. of Law Offices of Farrah Mirabel as Class Counsel.

8 9. The Court preliminarily appoints ILYM Group, Inc. as the Settlement Administrator.

9 10. The Court orders the Parties, their counsel and the Settlement Administrator to carry
10 out their duties and obligations in accordance with terms of the Settlement Agreement.

11 11. The Court retains jurisdiction to enforce the settlement pursuant to Cal. Civ. Pro.
12 § 664.6.

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12. The Court orders the following **Implementation Schedule** for further proceedings:

a.	Deadline for Defendant to Submit Class Data to Settlement Administrator	Within 14 calendar days after the Court issues the Preliminary Approval Order [S.A., ¶ 4.3.]
b.	Deadline for Settlement Administrator to mail Notice Packet to Class Members	Within 14 calendar days after receiving the Class Data [S.A., ¶ 8.3.2.]
c.	Deadline for Class Members to Object or Request to be Excluded from Settlement	60 calendar days after the date of the initial mailing of the Notice to the Class Members by the Settlement Administrator [S.A., ¶ 8.4.1.]
d.	Deadline for Class Counsel to file Motion for Final Approval of Settlement, including Request for Attorneys' Fees and Costs, and Class Representative Service Award	16 court days before the Final Approval Hearing
e.	Final Approval Hearing	November 12, 2026 at 2:00 p.m.

IT IS SO ORDERED.

Dated: August 5, 2026



MELISSA R. MCCORMICK
Judge of the Superior Court