

1 Raul Perez (SBN 174687)  
Raul.Perez@capstonelawyers.com  
2 Orlando Villalba (SBN 232165)  
Orlando.Villalba@capstonelawyers.com  
3 Helga Hakimi (SBN 257381)  
Helga.Hakimi@capstonelawyers.com  
4 Roxanna Tabatabaepour (SBN 260187)  
Roxanna.Taba@capstonelawyers.com  
5 CAPSTONE LAW APC  
1875 Century Park East, Suite 1000  
6 Los Angeles, California 90067  
Telephone: (310) 556-4811  
7 Facsimile: (310) 943-0396

ELECTRONICALLY FILED BY  
Superior Court of California,  
County of Monterey  
On 01/29/2024  
By Deputy: Lopez, Rosa

8 Attorneys for Plaintiff Osvaldo Figueroa

9 David Winston (SBN 301667)  
david@employmentlitigators.com  
10 WINSTON LAW GROUP, P.C.  
1880 Century Park E, Suite 511  
11 Los Angeles, California 90067  
Telephone: (424) 288-4568  
12 Facsimile: (424) 532-4062

13 Attorneys for Plaintiff Julia Oros

14 *Additional counsel on next page*

15 SUPERIOR COURT OF THE STATE OF CALIFORNIA

16 FOR THE COUNTY OF MONTEREY

17 OSVALDO FIGUEROA, BRHOYNE  
18 MONTERROSO-GAMBOA, and JULIA  
OROS, individually, and on behalf of other  
19 members of the general public similarly situated,

20 Plaintiffs,

21 vs.

22 R.C. PACKING, LLC, a California limited  
23 liability company; R.C. FARMS, LLC, a  
California limited liability company; and DOES  
24 1 through 10, inclusive,

25 Defendants.  
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Case No.: 21CV001593

Assigned to the Hon. Thomas W. Wills

**~~PROPOSED~~ ORDER AND JUDGMENT  
GRANTING MOTION FOR FINAL  
APPROVAL OF CLASS ACTION  
SETTLEMENT AND MOTION FOR  
ATTORNEYS' FEES, COSTS AND  
EXPENSES, AND CLASS  
REPRESENTATIVE ENHANCEMENT  
PAYMENTS**

Date: December 15, 2023

Time: 8:30 a.m.

Place: Department 15

Complaint Filed: May 17, 2021

Trial Date: None Set

1 Rana Nader (SBN 247182)  
nader@proxylawfirm.com  
2 Hengameh S. Safaei (SBN 248048)  
safaei@proxylawfirm.com  
3 PROXY LAW FIRM LLP  
10880 Wilshire Boulevard, Suite 1101 Los Angeles, California 90024  
4 Telephone: (310) 853-8333  
Facsimile: (310) 861-5931  
5

6 Attorneys for Plaintiff Brhoyne Monterroso-Gamboa  
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1 **ORDER AND JUDGMENT**

2 This matter came before the Court for a hearing on the Motion for Final Approval of the Class  
3 Action Settlement and Motion for Attorneys’ Fees, Costs and Expenses, and Class Representative  
4 Enhancement Payments (collectively, the “Motions”). Due and adequate notice having been given to  
5 Class Members as required by the Court’s Preliminary Approval Order, and the Court having reviewed  
6 the Motions, and determining that the settlement is fair, adequate and reasonable, and otherwise being  
7 fully informed and **GOOD CAUSE** appearing therefore, it is hereby **ORDERED AS FOLLOWS:**

8 1. For the reasons set forth in the Preliminary Approval Order, which are adopted and  
9 incorporated herein by reference, this Court finds that the requirements of California Code of Civil  
10 Procedure section 382 and rule 3.769 of the California Rules of Court have been satisfied.

11 2. This Order hereby adopts and incorporates by reference the terms and conditions of the  
12 Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement Agreement” or  
13 “Settlement”), together with the definitions and terms used and contained therein.

14 3. The Court finds that it has jurisdiction over the subject matter of the action and over all  
15 parties to the action, including all members of the Settlement Class.

16 4. The Class Notice fully and accurately informed Class Members of all material elements  
17 of the proposed settlement and of their opportunity to opt out or object; was the best notice practicable  
18 under the circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully  
19 with the laws of the State of California and due process. The Class Notice fairly and adequately  
20 described the settlement and provided Class Members with adequate instructions and a variety of means  
21 to obtain additional information.

22 5. Class Members were given a full opportunity to participate in the Final Approval  
23 hearing, and all Class Members and other persons wishing to be heard have been heard. Accordingly, the  
24 Court determines that all Class Members who did not timely and properly opt out of the settlement are  
25 bound by this Order.

26 6. The Court has considered all relevant factors for determining the fairness of the  
27 settlement and has concluded that all such factors weigh in favor of granting final approval. In particular,  
28 the Court finds that the settlement was reached following meaningful discovery and investigation

1 conducted by Plaintiffs' Counsel; that the settlement is the result of serious, informed, adversarial, and  
2 arm's-length negotiations between the Parties; and that the terms of the settlement are in all respects fair,  
3 adequate, and reasonable.

4 7. In so finding, the Court has considered all evidence presented, including evidence  
5 regarding the strength of Plaintiffs' case; the risk, expense, and complexity of the claims presented; the  
6 likely duration of further litigation; the amount offered in settlement; the extent of investigation and  
7 discovery completed; and the experience and views of counsel. The Parties have provided the Court with  
8 sufficient information about the nature and magnitude of the claims being settled, as well as the  
9 impediments to recovery, to make an independent assessment of the reasonableness of the terms to  
10 which the Parties have agreed.

11 8. Accordingly, the Court hereby approves the settlement as set forth in the Settlement  
12 Agreement and expressly finds that the settlement is, in all respects, fair, reasonable, adequate, and in the  
13 best interests of the entire Settlement Class and hereby directs implementation of all remaining terms,  
14 conditions, and provisions of the Settlement Agreement. The Court also finds that settlement now will  
15 avoid additional and potentially substantial litigation costs, as well as delay and risks if the Parties were  
16 to continue to litigate the case. Additionally, after considering the monetary recovery provided by the  
17 settlement in light of the challenges posed by continued litigation, the Court concludes that the settlement  
18 provides Class Members with fair and adequate relief.

19 9. The Settlement Agreement is not an admission by Defendants or by any other Released  
20 Party, nor is this Order a finding of the validity of any allegations or of any wrongdoing by Defendants  
21 or any other Released Party. Neither this Order, the Settlement Agreement, nor any document referred to  
22 herein, nor any action taken to carry out the Settlement Agreement, may be construed as, or may be used  
23 as, an admission of any fault, wrongdoing, omission, concession, waiver of defenses, or liability  
24 whatsoever by or against Defendants or any of the other Released Parties.

25 10. With the exception of the three individuals who opted out of the Settlement Class, final  
26 approval shall be with respect to: All persons who worked for Defendants as non-exempt, hourly paid  
27 employees in the State of California at any time during the period from May 17, 2017 to June 1, 2023.

28 11. Plaintiffs Osvaldo Figueroa, Brhoyne Monterroso-Gamboa, and Julia Oros are adequate

1 and suitable representatives and are hereby appointed the Class Representatives for the Settlement Class.  
2 The Court finds that Plaintiffs' investment and commitment to the litigation and its outcome ensured  
3 adequate and zealous advocacy for the Settlement Class, and that their interests are aligned with those of  
4 the Settlement Class.

5 12. The Court hereby awards Plaintiffs Class Representative Enhancement Payments of  
6 \$5,000, each, for their service on behalf of the Settlement Class, and for agreeing to general releases of  
7 all claims arising out of their employment with Defendants.

8 13. The Court finds that the attorneys at Capstone Law APC; Winston Law Group, P.C.,  
9 Accident Defenders APC; Barkodar Law Group, P.C.; and Proxy Law Firm LLP have the requisite  
10 qualifications, experience, and skill to protect and advance the interests of the Settlement Class. The  
11 Court therefore finds that counsel satisfy the professional and ethical obligations attendant to the position  
12 of Class Counsel, and hereby appoints Plaintiffs' counsel as Class Counsel.

13 14. The settlement of civil penalties under PAGA in the amount of \$20,000 is hereby  
14 approved. Seventy-Five Percent (75%), or \$15,000, shall be paid to the California Labor and Workforce  
15 Development Agency. The remaining Twenty-Five Percent (25%), or \$5,000, will be paid to Aggrieved  
16 Employees.

17 15. The Court hereby awards \$166,667 in attorneys' fees and \$9,409.77 in costs and  
18 expenses to Capstone Law APC; Winston Law Group, P.C., Accident Defenders APC; Barkodar Law  
19 Group, P.C.; and Proxy Law Firm LLP. The Court finds that the requested award of attorneys' fees is  
20 reasonable for a contingency fee in a class action such as this; i.e., approximately one-third of the  
21 common fund created by the settlement. Counsel have also established the reasonableness of the  
22 requested award of attorneys' fees via their lodestar crosscheck, and the Court finds that the rates and  
23 hours billed are fair and reasonable.

24 16. The Court approves settlement administration costs and expenses in the amount of  
25 \$18,250 to CPT Group, Inc.

26 17. All Class Members were given a full and fair opportunity to participate in the Approval  
27 Hearing, and all members of the Settlement Class wishing to be heard have been heard. Members of the  
28 Settlement Class also have had a full and fair opportunity to exclude themselves from the proposed

1 settlement and the class. Accordingly, the terms of the Settlement Agreement and of the Court's Order  
2 and Judgment shall be forever binding on all Participating Class Members. These Participating Class  
3 Members have released and forever discharged the Released Parties for any and all Released Class  
4 Claims during the Class Period:

5 All claims, rights, demands, liabilities, and causes of action reasonably arising  
6 from, or reasonably related to, the same set of operative facts as those set forth in  
7 the operative Complaint during the Class Period, including claims for violation of:  
8 (a) California Labor Code § 226.2 for the failure to compensate for rest and  
9 recovery periods and/or other nonproductive time; (b) California Labor Code §§  
10 1182.12, 1194, 1197, 1197.1, and 1198 for the failure to pay minimum wages; (c)  
11 California Labor Code §§ 510 and 1198 for the failure to pay overtime; (d)  
12 California Labor Code §§ 226.7, 512(a), 516, and 1198 for the failure to provide  
13 meal periods; (e) California Labor Code §§ 226.7, 516, and 1198 for the failure to  
authorize and permit rest periods; (f) California Labor Code §§ 226(a), 1174(d),  
and 1198 for non-compliant wage statements and the failure to maintain payroll  
records; (g) California Labor Code §§ 201 and 202 for wages not timely paid upon  
termination; (h) California Labor Code § 204 for the failure to timely pay wages  
during employment; (i) California Labor Code § 2802 for the failure to reimburse  
employees for necessary business expenses; (j) California Business & Professions  
Code §§ 17200, *et seq.* for unlawful and unfair business practices based on the  
preceding claims.

14 18. Additionally, all Aggrieved Employees and the LWDA have released and forever  
15 discharged the Released Parties for any and all Released PAGA Claims during the PAGA Period: All  
16 claims for civil penalties under California Labor Code §§ 2698, *et seq.*, that were brought or could  
17 reasonably have been brought based on the facts alleged in Plaintiffs' LWDA letter(s) during the PAGA  
18 Period.

19 19. Judgment in this matter is entered in accordance with the above findings.

20 20. Without affecting the finality of the Judgment, the Court shall retain exclusive and  
21 continuing jurisdiction over the above-captioned action and the parties, including all Participating  
22 Settlement Members and Aggrieved Employees, for purposes of enforcing the terms of the Judgment  
23 entered herein.

24 21. This document shall constitute a judgment (and separate document constituting said  
25 judgment) for purposes of California Rules of Court, Rule 3.769(h).

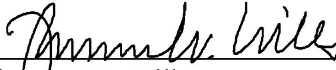
26 22. The Court sets a settlement compliance hearing for September 13, 2024 at 8:30 a.m., at  
27 which time the Court will consider evidence that the distribution process was completed and that a final  
28 accounting may be approved. Plaintiffs shall file a declaration from the Settlement Administrator

1 regarding the completion of settlement administration activities no later than August 21, 2024, as well as  
2 an amended judgment specifying the amounts of unclaimed residuals from the class and PAGA funds  
3 that were tendered to settlement's cy pres beneficiary, Worksafe.

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**IT IS SO ORDERED, ADJUDGED, AND DECREED, IN 21CV001593.**

Dated: January 25, 2024

  
\_\_\_\_\_  
Hon. Thomas W. Wills  
Monterey County Superior Court Judge

**PROOF OF SERVICE**

1 I am employed in the State of California, County of Los Angeles. I am over the age of 18  
2 and not a party to the within suit; my business address is 1875 Century Park East, Suite 1000 Los  
Angeles, California 90067.

3 On **January 3, 2024**, I served the document described as: **[PROPOSED] ORDER AND**  
4 **JUDGMENT GRANTING MOTION FOR FINAL APPROVAL OF CLASS ACTION**  
5 **SETTLEMENT AND MOTION FOR ATTORNEYS’ FEES, COSTS AND EXPENSES,**  
6 **AND CLASS REPRESENTATIVE ENHANCEMENT PAYMENTS** on the interested parties  
in this action by sending [ ] the original [or] [✓] a true copy thereof [✓] to interested parties as  
follows [or] [ ] as stated on the attached service list:

7 Mr. Ryan Porte, Esq.  
rwp@raimondomiller.com  
8 Mr. James Miller, Esq.  
jdm@raimondomiller.com  
9 P.O. Box 28100  
Fresno, CA 93729  
10 Telephone: (559) 432-3000  
Fax: (559) 432-2242

*Attorneys for Defendants:*  
R.C. Farms, LLC  
R.C. Packing, LLC  
Brian Caprara, and  
Janice Caprara

12 Rana Nader, Esq.  
nader@proxylawfirm.com  
13 Hengameh Safaei, Esq.  
safaei@proxylawfirm.com  
14 10880 Wilshire Boulevard, Suite 1101  
Los Angeles, CA 90024  
15 Telephone: (310) 853-8333  
16 Fax: (310) 872-5084

*Attorneys for Plaintiff:*  
Brhoyne Monterroso-Gamboa

17 David S. Winston, Esq. CA Bar No. 301667  
david@employmentlitigators.com  
18 1880 Century Park East Suite 511  
Los Angeles, California 90067  
19 Phone: (424) 288-4568  
20 Fax: (424) 532-4062

*Attorneys for Plaintiff:*  
Julia Oros

21 [ ] **BY MAIL (ENCLOSED IN A SEALED ENVELOPE):** I deposited the envelope(s)  
22 for mailing in the ordinary course of business at Los Angeles, California. I am “readily  
23 familiar” with this firm’s practice of collection and processing correspondence for  
mailing. Under that practice, sealed envelopes are deposited with the U.S. Postal  
Service that same day in the ordinary course of business with postage thereon fully  
prepaid at Los Angeles, California.

24 [ ] **BY E-MAIL:** I hereby certify that this document was served from Los Angeles,  
25 California, by e-mail delivery on the parties listed herein at their most recent known e-  
mail address or e-mail of record in this action.

26 [ ] **BY PERSONAL SERVICE:** I delivered the document, enclosed in a sealed envelope,  
27 by hand to the counsel for Defendant.



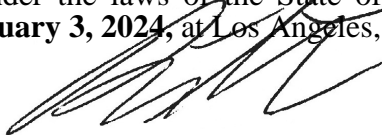
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**BY ELECTRONIC SERVICE:** I caused the document(s) to be transmitted electronically via One Legal eService to the individuals listed above, as they exist on that database. This will constitute service of the document(s).

**BY OVERNIGHT DELIVERY:** I am “readily familiar” with this firm’s practice of collection and processing correspondence for overnight delivery. Under that practice, overnight packages are enclosed in a sealed envelope with a packing slip attached thereto fully prepaid. The packages are picked up by the carrier at our offices or delivered by our office to a designated collection site.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on **January 3, 2024**, at Los Angeles, California.

Riley McIntire  
Type/Print Name

  
Signature