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UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

NORMA GARCIA and KARINA
ANDRADE, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiffs,

vs.

TAPESTRY, INC., a Maryland
Corporation which will do business in
California as Coach Leatherware
California, Inc. DBA Coach; and DOES
1 through 10, inclusive;

Defendants.

Case No.: ED CV 18-1537 DMG (SHKx)

**ORDER GRANTING PRELIMINARY
APPROVAL OF SETTLEMENT [60]**

On November 18, 2019, Plaintiffs filed a Motion for Preliminary Approval of Class Action Settlement, which consists of conditional certification of a settlement class, approval of the notice to be sent to the class about the settlement, the appointment of class counsel and settlement administrator, and the setting of a date for a fairness hearing for final approval of the settlement. [Doc. # 60.] After review and consideration of the Parties’ Joint Stipulation of Class Action Settlement and Release (“Settlement” or

1 “Settlement Agreement”), the papers in support of the Motion for Preliminary Approval,
2 and the parties’ representations at the Preliminary Approval Hearing held on January 24,
3 2020,

4 IT IS HEREBY ORDERED:

5 1. The proposed class satisfies the requirements of a settlement class because
6 the class members are readily ascertainable and a well-defined community of interest
7 exists in the questions of law and fact affecting the Parties.

8 2. The Settlement Agreement, attached as Exhibit “1” to the Declaration of
9 Brian Mankin in support of Plaintiff’s Motion for Preliminary Approval of Class Action
10 Settlement, is granted preliminary approval as it meets the criteria for preliminary
11 settlement approval. The Settlement appears to fall within the range of possible approval
12 as fair, adequate and reasonable, to be the product of arm’s-length and informed
13 negotiations, and to treat all Class Members fairly.

14 3. The Parties’ proposed notice plan is constitutionally sound because
15 individual notices will be mailed to all Class Members whose identities are known to the
16 Parties, and such notice is the best notice practicable. The Parties’ proposed Notice of
17 Class Action Settlement (“Notice”), attached as Exhibit “2” to the Declaration of Brian
18 Mankin, is sufficient to inform Class Members of the terms of the Settlement, their rights
19 under the Settlement, their rights to object to the Settlement, the right to request to be
20 excluded from the Settlement, and the processes for doing so, and the Notice is approved,
21 subject to the inclusion of edits proposed by the Court.

22 4. The following class is conditionally certified for settlement purposes only:

23 All non-exempt employees employed by Defendant Tapestry, Inc., at
24 any “Coach” branded store in California as an Associate Store
25 Manager, Assistant Store Manager, Acting Associate Store Manager,
26 or Acting Assistant Store Manager at any time from June 13, 2014
27 through the date the Court enters an order preliminarily approving the
28 settlement (the “Class Period”).

1 5. Any Class Member who wishes to comment on or object to the Settlement or
2 who elects not to participate in the Settlement has until 45 days after the mailing of the
3 Notice to submit his or her comment, objection, or request to be excluded pursuant to the
4 procedures set forth in the Notice.

5 6. Class Members are deemed to participate in the Settlement and are not
6 required to submit a claim form to receive an Individual Settlement Payment. All Class
7 Members, except for those who submit valid requests to be excluded, will receive
8 Individual Settlement Payments as set forth in the Settlement and Notice, upon the
9 Court's final approval of the Settlement and the Effective Date occurring.

10 7. CPT Group, Inc. is appointed to act as the Settlement Administrator.

11 8. Plaintiffs Norma Garcia and Karina Andrade are appointed as the Class
12 Representatives for settlement purposes only, and Plaintiffs' counsel Brian Mankin and
13 Misty Lauby are appointed as Class Counsel.

14 9. The Notice will be disseminated according to the notice plan described in
15 the Settlement and substantially in the form submitted by the Parties and revised by the
16 Court. Proof of distribution of such forms, and the opt-out and objection rates, will be
17 filed by the Parties at or prior to the final approval hearing.

18 10. Defendant is directed to file the CAFA Notice within 10 days of this Order.
19 Defendant is further directed to provide the Settlement Administrator, not later than 21
20 days after the date of this Order, an electronic database containing the Class List, as
21 specified by the Settlement.

22 11. The Settlement Administrator is directed to mail the approved Notice by
23 first-class mail to the Class Members not later than 10 days after receipt of the class list
24 from Defendant.

25 12. A final approval and fairness hearing will be held on May 29, 2020 at 10:00
26 a.m. in Courtroom 8C to determine whether the Settlement should be granted final
27 approval as fair, reasonable, and adequate as to the Class Members. The Court will hear
28 all evidence and argument necessary to evaluate the Settlement and will consider the

1 Class Representatives' request for an enhancement award and Class Counsel's request for
2 attorneys' fees and costs.

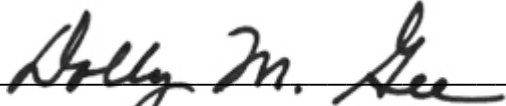
3 13. Plaintiffs' Motion for an award of attorney's fees, costs and a service award
4 shall be filed no later than March 16, 2020.

5 14. Plaintiffs' Motion for Final Approval of the Settlement shall be filed no later
6 than April 24, 2020.

7 15. The Court may, for good cause shown, extend any of the deadlines set forth
8 in this Order.

9 16. In the event that the Settlement does not receive final approval or the
10 Effective Date of the Settlement does not occur, this Order, including any order
11 conditionally certifying a class for Rule 23 shall be rendered null and void and shall be
12 vacated.

13
14 DATED: January 24, 2020



DOLLY M. GEE
UNITED STATES DISTRICT JUDGE