

ORIGINAL

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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

AUG 12 2022

BY 
JESSICA MORALES, REPLY

Attorneys for Plaintiff, the Putative Class, and the Aggrieved Employees

**IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO**

KATRINA L. RAMOS, an individual, the state
of California, and on behalf of all persons
similarly situated,

Plaintiff,

v.

CAMBRIDGE COLLEGE, a Massachusetts,
Non-Profit Organization, DOES 1 to 50,
inclusive,

Defendants.

Case No. CIVSB2112109

**AMENDED [~~PROPOSED~~] ORDER
GRANTING FINAL APPROVAL OF CLASS
ACTION SETTLEMENT AND FINAL
JUDGMENT**

Date: August 2, 2022

Time: 10:00 a.m.

Dept: S-26

Judge: Hon. David Cohn

Complaint Filed: May 12, 2021

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1 On August 2, 2022, the Court held a hearing on Plaintiff's Motion for Final Approval of Class
2 Action Settlement.

3 In conformity with California Rules of Court, Rule 3.769, with due and adequate notice having
4 been given to Class Members, and the Court having considered the Settlement Agreement and Release of
5 Class Action ("Settlement Agreement") attached as Exhibit A to the Declaration of Jonathan Melmed in
6 support of Motion for Preliminary Approval filed on April 1, 2022, all of the legal authorities and
7 documents submitted in support thereof, all papers filed and proceedings has herein, all oral and written
8 comments received regarding the proposed settlement, and having reviewed the record in this litigation,
9 and good cause appearing, the Court **GRANTS FINAL APPROVAL OF THE SETTLEMENT AND**
10 **ORDERS AND MAKES THE FOLLOWING FINDINGS AND DETERMINATIONS AND**
11 **ENTERS FINAL JUDGMENT AS FOLLOWS:**

12 1. All terms used in this Order Granting Final Approval of Class Action Settlement (the
13 "Order") shall have the same meanings given as those terms are used and/or defined in the parties'
14 Settlement Agreement. A copy of the Settlement Agreement is attached as **Exhibit A** to the Declaration
15 of Jonathan Melmed in support of Motion for Preliminary Approval and is made a part of this Order.

16 2. The Court has personal jurisdiction over the Parties to this litigation and subject matter
17 jurisdiction to approve this Settlement and all exhibits thereto.

18 3. For settlement purposes only, the Court finally certifies the Class, as defined in the
19 Agreement and as follows:

20 *all individuals who are or were employed by Defendant in California as adjunct*
21 *professors, instructors, and senior adjuncts from May 12, 2017 through April 28, 2022.*

22 4. The Court deems this definition sufficient for the purpose of California Rule of Court
23 3.765(a), and solely for the purpose of effectuating the Settlement.

24 5. The Court finds that an ascertainable class of 48 class members exists and a well-defined
25 community of interest exists on the questions of law and fact involved because in the context of the
26 Settlement: (i) all related matters, predominate over any individual questions; (ii) the claims of the Plaintiff
27 are typical of claims of the Class Members; and (iii) in negotiating, entering into and implementing the
28 Settlement, Plaintiff and Class Counsel have fairly and adequately represented and protected the interest
of the Class Members.

1 6. The Court is satisfied that ILYM Group, Inc., which functioned as the Settlement
2 Administrator, completed the distribution of Class Notice and Share Form to the Class in a manner that
3 comports with California Rule of Court 3.766. The Class Notice informed 48 Class Members of the
4 Settlement terms, their rights to do nothing and receive their settlement share, their rights to submit a
5 request for exclusion, their rights to comment on or object to the Settlement, and their rights to appear at
6 the Final Approval Hearing and be heard regarding approval of the Settlement. Adequate periods of time
7 to respond and to act were provided by each of these procedures. No Class Members filed written objections
8 to the Settlement as part of this notice process, and no Class Members filed a written statement of intention
9 to appear at the Final Approval Hearing, and no Class Members submitted requests for exclusion.

10 7. The Court hereby approves the terms set forth in the Settlement Agreement and finds that
11 the Settlement Agreement is, in all respects, fair, adequate, and reasonable, consistent and compliant with
12 all applicable requirements of the California Code of Civil Procedure, the California and United States
13 Constitutions, including the Due Process clauses, the California Rules of Court, and any other applicable
14 law, and in the best interests of each of the Parties and Class Members.

15 8. The Court directs the Parties to effectuate the Settlement Agreement according to its terms
16 and declares the Settlement Agreement to be binding on all Class Members.

17 9. The Court finds that the Settlement Agreement has been reached as a result of informed and
18 non-collusive arm's-length negotiations. The Court further finds that the Parties have conducted extensive
19 investigation and research, and their attorneys were able to reasonably evaluate their respective positions.

20 10. The Court also finds that the Settlement now will avoid additional and potentially
21 substantial litigation costs, as well as delay and risks of the Parties were to continue to litigate the case.
22 Additionally, after considering the monetary recovery provided as part of the Settlement in light of the
23 challenges posed by continued litigation, and Court concludes that Class Counsel secured significant relief
24 for Class Members.

25 11. The Settlement Agreement is not an admission by Defendant, nor is this Order a finding of
26 the validity of any allegations or of any wrongdoing by Defendant. Neither this Order, the Settlement
27 Agreement, nor any document referred to herein, nor any action taken to carry out the Settlement
28 Agreement, may be construed as, or may be used as, an admission of any fault, wrongdoing, omission,

concession, or liability whatsoever by or against Defendant.

1 12. The Court appoints Plaintiff Katrina L. Ramos as Class Representative and finds her to be
2 adequate.

3 13. The Court appoints Jonathan Melmed, Esq. and Laura M. Supanich, Esq. of Melmed Law
4 Group P.C. as Class Counsel, and finds them to be adequate, experienced, and well-versed in class action
5 litigation.

6 14. The terms of the Agreement, including the Gross Settlement Amount of \$150,000.00 are
7 fair, adequate, and reasonable to the Class and to each Class Member, and the Court grants final approval
8 of the Settlement set forth in the Settlement Agreement, subject to this Order. The Court approves the
9 following allocations, which fall within the ranges stipulated by and through the Settlement Agreement:

- 10 a. The \$5,000.00 designated for payment to ILYM Group, Inc., the Settlement Administrator, is
11 fair and reasonable. The Court grants final approval of, and orders the Parties to make the
12 payment to the Settlement Administrator in accordance with the Agreement.
- 13 b. The \$50,000.00 amount requested by Plaintiff and Class Counsel for the Class Counsel's
14 attorneys' fees is fair and reasonable in light of the benefit obtained for the Class. The Court
15 grants final approval of, awards, and orders the Class Counsel Fees Payment to be made in
16 accordance with the Agreement.
- 17 c. The Court awards \$9,408.11 in litigation costs, an amount which the Court finds to be reflective
18 of the reasonable costs incurred. The Court grants final approval of, and order the Class Counsel
19 Litigation Expenses Payment in this amount to be made in accordance with the Agreement.
- 20 d. The \$7,500.00 requested by Plaintiff for the Incentive Award is fair and reasonable. The Court
21 grants final approval of, and orders the Incentive Award to be paid in accordance with the
22 Agreement.
- 23 e. The Court approves of the \$20,000.00 allocation assigned for claims under the Private Attorney
24 General Act (PAGA), and orders 75% thereof (i.e., \$15,000.00) to be paid to the California
25 Labor and Workforce Development Agency (LWDA) in accordance with the terms of the
26 Settlement Agreement.
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1 15. The Court orders the Parties to comply with and carry out all terms and provisions of the
2 Settlement, to the extent that the terms thereunder do not contradict with this Order, in which case the
3 provisions of this Order shall take precedence and supersede the Settlement.

4 16. Nothing in the Settlement or this Order purports to extinguish or waive Defendant's rights
5 to continue to oppose the merits of the claims in this Action or class treatment of these claims in this case
6 if the Settlement fails to become Final or effective, or in any other case without limitation.

7 17. All Class Members shall be bound by the Settlement and this Order, including the release
8 of claims as set forth in the Agreement.

9 18. The Parties shall bear their own respective attorneys' fees and costs except as otherwise
10 provided in the Settlement Agreement.

11 19. All checks mailed to the Class Members must be cashed within one hundred eighty (180)
12 days after mailing.

13 20. Within 10 days after the Court has held a Final and Fairness Approval Hearing and entered
14 a final order certifying the Class for settlement purposes only and approving the Class Settlement, the
15 Settlement Administrator will give notice of judgment to Settlement Class Members pursuant to California
16 Rules of Court, rule 3.771(b) by posting a copy of said order and final judgment on its website.

17 21. The Court retains continuing jurisdiction over the Action and the Settlement, including
18 jurisdiction pursuant to California Rule of Court 3.769(h), solely for purposes of (a) enforcing the
19 Settlement Agreement, (b) addressing settlement administration matters, and (c) addressing such post-
20 Judgment matters as may be appropriate under court rules or applicable law.


21 22. Plaintiff shall file with the Court a report regarding the status of distribution within one
22 hundred and twenty (120) days after all funds have been distributed.

23 23. This Final Judgment is intended to be a final disposition of the above captioned action in its
24 entirety and is intended to be immediately appealable. This Judgment resolves and extinguishes all claims
25 released by the Settlement Agreement, against Defendant.
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24. The Court hereby sets a hearing date of 8-15-22 at 9:00 pm/am for a hearing
1 on the final accounting and distribution of the settlement funds.

2 **IT IS SO ORDERED, ADJUDGED, AND DECREED:**

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4 DATED: 8/12/22

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6 Hon. David Cohn
7 Judge of the Superior Court, San Bernardino County
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