

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

DUANE WATERS, DEBRA TURNER )  
and RUDY FAJARDO, on behalf )  
of themselves, all others )  
similarly situated and the )  
general public, )  
Plaintiff(s), )  
v. )  
AT&T SERVICES, INC., )  
Defendant(s). )

---

No. C09-3983 BZ

**ORDER FOR PRELIMINARY  
APPROVAL OF CLASS ACTION  
SETTLEMENT, CONDITIONAL  
CLASS CERTIFICATION,  
APPROVAL OF CLASS NOTICE,  
AND SETTING OF A FINAL  
FAIRNESS HEARING**

The Court, having conducted a hearing on August 4, 2010 on Plaintiffs' Unopposed Motion for Preliminary Approval of Class Action Settlement and Provisional Certification of Class, and having reviewed the supporting documents filed by the parties both prior to the hearing and in response to the Court's order of August 5, 2010, including the Points and Authorities, Declarations of Michael D. Seplow, V. James DeSimone and Thomas E. Geidt, the Settlement Agreement and Joint Stipulation, Notice of Class Action Settlement and Claim Form, and the Proposed Order Granting Preliminary Approval,

1 and in recognition of the Court's duty to make a preliminary  
2 determination as to the reasonableness of any proposed Class  
3 Action settlement, and if preliminarily determined to be  
4 reasonable, to ensure proper notice is provided to Class  
5 Members in accordance with due process requirements; and to  
6 conduct a Final Approval hearing as to the good faith,  
7 fairness, adequacy and reasonableness of any proposed  
8 settlement, **THE COURT HEREBY MAKES THE FOLLOWING**

9 **DETERMINATIONS AND ORDERS:**

10 1. The Court finds, on a preliminary basis, that the  
11 Settlement Agreement, incorporated in full by this reference  
12 and made a part of this Order of Preliminary Approval, appears  
13 to be within the range of reasonableness of a settlement which  
14 could ultimately be given final approval by this Court; the  
15 Court notes that Defendant AT&T Services, Inc. ("Defendant")  
16 has agreed to pay a Maximum Settlement Amount of up to  
17 \$17,000,000, plus the employer's share of payroll taxes, to  
18 the Plaintiffs, Class Members, the Class Representatives,  
19 Class Counsel, the Claims Administrator, and the State of  
20 California Labor Workforce and Development Agency, in full  
21 satisfaction of the claims as more specifically described in  
22 the Settlement Agreement;

23 It further appears to the Court, on a preliminary basis,  
24 that the Settlement is fair and reasonable to Class Members  
25 when balanced against the probable outcome of further  
26 litigation relating to class certification, liability and  
27 damages issues, and potential appeals of rulings. It further  
28 appears that significant informal discovery, investigation,

1 research, and litigation has been conducted such that counsel  
2 for the Parties at this time are able to reasonably evaluate  
3 their respective positions. It further appears that  
4 Settlement at this time will avoid substantial costs, delay  
5 and risks that would be presented by the further prosecution  
6 of the litigation. It also appears that the proposed  
7 Settlement has been reached as the result of intensive,  
8 informed and non-collusive negotiations between the Parties;

9       **ACCORDINGLY, GOOD CAUSE APPEARING, THE MOTION FOR ORDER**  
10 **OF PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT IS HEREBY**  
11 **GRANTED; AND AS A PART OF SAID PRELIMINARY APPROVAL, THE COURT**  
12 **HEREBY ACCEPTS AND INCORPORATES THE PARTIES' SETTLEMENT**  
13 **AGREEMENT AND HEREBY TEMPORARILY AND CONDITIONALLY CERTIFIES**  
14 **THE CLASS FOR SETTLEMENT PURPOSES ONLY PURSUANT TO THE TERMS**  
15 **AND CONDITIONS CONTAINED IN SAID SETTLEMENT AGREEMENT.**

16       2. The Court finds that the Notice of Class Action  
17 Settlement and Claim Form advise of the pendency of the Class  
18 Action and of the proposed Settlement, of preliminary Court  
19 approval of the proposed Settlement, claim submission timing  
20 and procedures, opt-out timing and procedures, and of the  
21 Final Approval Hearing, provided these changes are made:

22       a. All dates in the Notice shall be re-calculated from  
23 the date of this Order and the proper dates shall be inserted  
24 where necessary.

25       b. Class Members shall have 45 days to dispute  
26 Compensable Workweeks (§ 36(1)).

27       c. The form of Notice shall be changed to insert Waters  
28 v. AT&T, C09-3983 after "Clerk of Court" (p.9).

1 d. The form of Notice shall be changed to insert  
2 "(except that Class Members who do not file Claim Forms will  
3 not forfeit their federal claims under the Fair Labor  
4 Standards Act)" at the end of the first paragraph in Part  
5 IV(C) (p.8).

6 As amended, these documents fairly and adequately advise Class  
7 Members of the terms of the proposed Settlement and the  
8 benefits available to Class Members thereunder, as well as  
9 their right to "opt-out" and procedures for doing so, and of  
10 the Final Approval Hearing and the right of Class Members to  
11 file documentation in support or in opposition and to appear  
12 in connection with said hearing; the Court further finds that  
13 said Notice clearly comports with all constitutional  
14 requirements including those of due process;

15 **ACCORDINGLY, GOOD CAUSE APPEARING, THE COURT HEREBY**  
16 **APPROVES THE PROPOSED NOTICE OF PROPOSED CLASS ACTION**  
17 **SETTLEMENT AND THE PROPOSED CLAIM FORM;**

18 3. The mailing to the present and last known addresses  
19 of the Class Members constitutes an effective method of  
20 notifying Class Members of their rights with respect to the  
21 Class Action and Settlement; **ACCORDINGLY, IT IS HEREBY ORDERED**  
22 as follows:

23 a. On or before **October 4, 2010**, Defendant shall  
24 forward to the appointed Claims Administrator, CPT  
25 Group, Inc., a database (in an electronic  
26 spreadsheet format) of all Class Members, including  
27 last known addresses and telephone numbers, the time  
28 period the Class Member has Compensable Workweeks,

1 and Social Security Numbers;

2 b. On or before **October 14, 2010**, the Claims  
3 Administrator will mail via First Class mail to all  
4 Class Members the Notice of Class Action Settlement,  
5 Claim Form, Exclusion Form, and a postage-paid  
6 envelope addressed to the Claims Administrator.

7 c. All mailings shall be made to the present and/or  
8 last known mailing address of the Class Members  
9 based on Defendant's records, as well as addresses  
10 that may be located by the Claims Administrator, who  
11 will conduct standard address searches in cases of  
12 returned mail. For mailing, the Claims  
13 Administrator shall use the envelope marked as  
14 Exhibit A to the Declaration of V. James DeSimone In  
15 Further Support of Motion for Preliminary Approval  
16 of Class Action Settlement and Provisional  
17 Certification of the Class. The Court finds that  
18 the mailing of notices to Class Members as set forth  
19 in this paragraph is the best means practicable by  
20 which to reach Class Members and is reasonable and  
21 adequate pursuant to all constitutional and  
22 statutory requirements including all due process  
23 requirements.

24 d. On or before **October 25, 2010**, Class Counsel shall  
25 file a declaration executed by the Claims  
26 Administrator attesting that notice was given as  
27 provided by the Settlement and this Order, stating  
28 the total number of notices that were mailed and

1           advising the Court whether any problems with notice  
2           have surfaced.

3           4.    **IT IS FURTHER ORDERED THAT:**

4           a.    Any Class Member who wishes to dispute the amount of  
5           Compensable Workweeks contained in his or her claim  
6           form, shall, as set forth in the Settlement  
7           Agreement and Class Notice, submit his or her  
8           written dispute to the Claims Administrator not  
9           later than forty-five (45) calendar days from the  
10          mailing of the Notice Packet;

11          b.    Requests for Exclusion ("opt-out requests") must be  
12          submitted to the Claims Administrator not later than  
13          sixty (60) calendar days from the mailing of the  
14          Notice Packet;

15          c.    Objections to the Settlement Agreement must be  
16          submitted to the Court as described in the Class  
17          Notice not later than sixty (60) calendar days from  
18          the mailing of the Notice Packet and served on  
19          Plaintiffs (Class Counsel) and on counsel for  
20          Defendant; however, any objection to Class Counsel's  
21          request for attorneys' fees must be submitted on or  
22          before **January 12, 2011**;

23          d.    Claim Forms must be submitted to the Claims  
24          Administrator not later than sixty (60) calendar  
25          days from the mailing of the Notice Packet.

26          5.    **IT IS FURTHER ORDERED that:**

27          a.    The Final Approval Hearing shall be held before the  
28          undersigned at **1:30 p.m., on February 2, 2011 at**

1 the above-entitled court located at 450 Golden Gate  
2 Ave., San Francisco, California 94102 to consider  
3 the fairness, adequacy and reasonableness of the  
4 proposed Settlement preliminarily approved by this  
5 Order of Preliminary Approval, and to consider the  
6 application of Class Counsel for an award of  
7 reasonable attorneys' fees, litigation expenses,  
8 class representative enhancement, and for costs of  
9 claims administration incurred;

10 b. All papers in support of the proposed Settlement  
11 and Request for Attorneys' Fees shall be served and  
12 filed with the Court on or before **December 22,**  
13 **2010;**

14 c. Any objection to the Request for Attorneys' Fees  
15 shall be filed with the Court, and served on  
16 counsel for the parties, on or before **January 12,**  
17 **2011;**

18 d. On or before **December 22, 2010,** Class Counsel shall  
19 file a declaration executed by the Claims  
20 Administrator stating the total number of claims,  
21 objections, and opt-outs submitted, the total  
22 number of Compensable Workweeks for which payments  
23 were approved and the total amount of compensation  
24 expected to be paid to Class Members. The Claims  
25 Administrator shall attach to the declaration all  
26 Requests for Exclusion from Class Members who  
27 elected to opt-out and all objections received.

28 e. On or before **December 22, 2010,** Class Counsel shall

1 file a declaration attaching all writings received  
2 from Class Members who objected to the Settlement.

3 6. **IT IS FURTHER ORDERED** that Plaintiffs Duane Waters,  
4 Debra Turner and Rudy Fajardo are provisionally approved as  
5 Class Representatives and V. James DeSimone and Michael D.  
6 Seplow of Schonbrun DeSimone Seplow Harris & Hoffman, LLP and  
7 Thomas W. Falvey and J.D. Henderson of the Law Offices of  
8 Thomas W. Falvey are provisionally approved as Class Counsel;

9 7. **IT IS FURTHER ORDERED** that on or before **December**  
10 **22, 2010**, Class Counsel shall file one or more declarations  
11 with sufficient information about their billing rates and the  
12 time they worked on this case to enable the Court to  
13 calculate a lodestar rate as a cross check on their fee  
14 claim.

15 8. **IT IS FURTHER ORDERED** that any party to this case,  
16 including Class Members, may appear at the Final Approval  
17 Hearing in person or by counsel, and may be heard to the  
18 extent allowed by the Court, in support of or in opposition  
19 to, the Court's determination of the good faith, fairness,  
20 reasonableness and adequacy of the proposed Settlement, the  
21 requested attorneys' fees and litigation expenses, and any  
22 Order of Final Approval and Judgment regarding such  
23 Settlement, fees and expenses; provided, however, that except  
24 as otherwise allowed by the Court, no person, except Class  
25 Counsel and counsel for Defendant, shall be heard in  
26 opposition to such matters unless such person has complied  
27 with the conditions set forth in the Notice of Proposed Class  
28 Action Settlement, which conditions are incorporated herein;

1           9.   **IT IS FURTHER ORDERED** that in the event of the  
2 occurrence of the Settlement Effective Date, as defined in  
3 the Settlement Agreement, all Class Members, except those who  
4 have requested exclusion from the Settlement, and their  
5 successors shall conclusively be deemed to have given full  
6 releases of any and all Class Members' Released Claims as  
7 defined in the Settlement Agreement against Defendant, [its  
8 former and present parents, subsidiaries, and officers,  
9 directors, employees, partners, shareholders and agents, any  
10 other successors, assigns or legal representatives] ("Class  
11 Members' Released Parties") and all such Class Members and  
12 their successors shall be permanently enjoined and forever  
13 barred from asserting any Class Members' Released Claims  
14 against any Class Members' Released Parties as described by  
15 the Settlement Agreement, except that Class Members who do  
16 not submit a Claim Form shall not be deemed to have waived or  
17 released any claims under the Federal Fair Labor Standards  
18 Act ("FLSA").

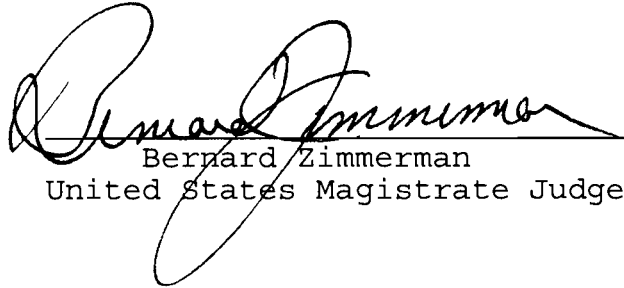
19           10.   **IT IS FURTHER ORDERED** that if, for any reason, the  
20 Court does not execute and file an Order of Final Approval,  
21 or if the Settlement Effective Date does not occur for any  
22 reason whatsoever, the proposed Settlement Agreement and the  
23 proposed Settlement subject of this Order and all evidence  
24 and proceedings had in connection therewith, shall be without  
25 prejudice to the *status quo ante* rights of the parties to the  
26 litigation as more specifically set forth in the Settlement  
27 Agreement.

28           11.   **IT IS FURTHER ORDERED** that, pending further order

1 of this Court, all proceedings in this matter except those  
2 contemplated herein and in the Settlement Agreement are  
3 stayed. The Court expressly reserves the right to adjourn or  
4 continue the Final Approval Hearing from time-to-time without  
5 further notice to the Class Members.

6 **IT IS SO ORDERED.**

7 Dated: September 13, 2010

8   
9 Bernard Zimmerman  
United States Magistrate Judge