

**SUPERIOR COURT OF CALIFORNIA - COUNTY OF FRESNO**  
**Civil Department - Non-Limited**

Numbered by:

TITLE OF CASE:

**Carolyn Cortina vs North American Title Co**

**LAW AND MOTION MINUTE ORDER**

Case Number:

**07CECG01169**

Hearing Date: **October 20, 2016**

Hearing Type: **From Chambers**

Department: **402**

Judge/Temp. Judge: **Hamilton, Jeffrey Y.**

Court Clerk: **Santana, Maria**

Reporter/Tape: **Not Reported**

**Appearing Parties:**

Plaintiff: Not Present

Defendant: Not Present

Counsel:

Counsel:

See attached copy of Statement of Decision.

Continued to  Set for \_\_\_ at \_\_\_ Dept. \_\_\_ for \_\_\_

Submitted on points and authorities with/without argument.  Matter is argued and submitted.

Upon filing of points and authorities.

Motion is granted  in part and denied in part.  Motion is denied  with/without prejudice.

Taken under advisement

Demurrer  overruled  sustained with \_\_\_ days to  answer  amend

Tentative ruling becomes the order of the court. No further order is necessary.

Pursuant to CRC 391(a) and CCP section 1019.5(a), no further order is necessary. The minute order adopting the tentative ruling serves as the order of the court.

Service by the clerk will constitute notice of the order.

See attached copy of the Tentative Ruling.

Judgment debtor \_\_\_ sworn and examined.

Judgment debtor \_\_\_ failed to appear.  
Bench warrant issued in the amount of \$ \_\_\_

**JUDGMENT:**

Money damages  Default  Other \_\_\_ entered in the amount of:  
Principal \$\_\_\_ Interest \$\_\_\_ Costs \$\_\_\_ Attorney fees \$\_\_\_ Total \$\_\_\_

Claim of exemption  granted  denied. Court orders withholdings modified to \$\_\_\_ per \_\_\_

**FURTHER, COURT ORDERS:**

Monies held by levying officer to be  released to judgment creditor.  returned to judgment debtor.

\$\_\_\_ to be released to judgment creditor and balance returned to judgment debtor.

Levying Officer, County of \_\_\_, notified.  Writ to issue

Notice to be filed within 15 days.  Restitution of Premises

Other: \_\_\_

FILED

OCT 23 2016

FRESNO COUNTY SUPERIOR COURT  
By \_\_\_\_\_ DEPT. 402

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SUPERIOR COURT OF CALIFORNIA, COUNTY OF FRESNO  
CENTRAL DIVISION

CAROLYN CORTINA, et al, on behalf of  
Themselves and all others similarly situated,

Plaintiffs,

vs.

NORTH AMERICAN TITLE COMPANY,  
NORTH AMERICAN SERVICES, LLC,

Defendants.

Case No. 07CECG01169

STATEMENT OF DECISION

This matter came on regularly for a bench trial in Department 402 of the above-entitled Court, before the Honorable Jeff Hamilton. Oral and documentary evidence was introduced on behalf of the parties as noted in the Court minutes.

After receiving and considering objections from all parties in this matter to the Proposed Tentative Statements of Decision submitted by North American Title Company ("NATC") and North American Services ("LLC") after the Court's oral announcement of its findings on August 12, 2016, the Court issues this final Statement of Decision.

As an initial matter, the Court notes that a trial court is not required to address all of the legal and factual issues raised by the parties in its statement of decision. The court need only state the grounds on which the judgment rests without necessarily specifying the particular evidence considered by the court in reaching its decision. *Muzquiz v. City of Emeryville* (2000) 79 Cal.App.4th 1106, 1124; *Peak-Las Positas Partners v. Bollag* (2009) 172 Cal.App.4th 101, 112. Findings of ultimate facts necessarily include findings on all intermediate evidentiary facts necessary to sustain them. *Muzquiz*, id at 125.



1 "The trial court retains jurisdiction throughout the proceedings  
2 concerning class certification. Our decisions clearly contemplate  
3 the possibility of successive motions concerning certification. In  
4 *Vasquez*, we recognized that the courts should retain flexibility in  
5 the trial of a class action, for 'even after an initial determination of  
6 the propriety of such an action the trial court may discover  
7 subsequently that it is not appropriate.' *Vasquez* authorized the  
8 courts to utilize the procedures in Rule 23 of the Federal Rules of  
9 Civil Procedure, and observed that a certification order issued  
10 under Rule 23 'may be conditional and may be altered or  
11 amended before a decision on the merits.' "

12 The *Lazar* court was quoting from *Vasquez v. Supreme Court* (1971) 4 Cal. 3d 800,  
13 821 and *Occidental Land, Inc. v. Superior Court* (1976) 18 Cal. 3d 355, 360. See also  
14 *United Farm Workers v. Superior Court of Monterey County* (1976) 16 Cal. 3d 499.  
15 Decertification works as a dismissal without prejudice in such circumstance.

16 **b. Failure of class-wide proof**

17 The violation at issue in the *Tobacco II Cases* was of the fraudulent prong of the  
18 UCL. The class representatives there had to prove that they were exposed to the  
19 wrongful conduct and that they lost money or property due to the wrongful conduct. For  
20 the absent class members, the proof required was only that they have been exposed to  
21 the wrongful conduct. *Cohen v. DIRECTV, Inc.* (2009) 178 Cal. App. 4th 966 (rev. denied);  
22 *Pfizer v. Superior Court* (2010) 182 Cal. App. 4th 622 (rev. denied); *Sevidal v. Target* (2010)  
23 189 Cal. App. 4th 905.

24 The conduct at issue in this case is described as unlawful, consisting of a company-  
25 wide policy of pressuring class members to work unreported overtime as well as through  
26 meal periods and rest breaks. At trial, there was substantial evidence that some  
27 employees worked unreported overtime for the purpose of earning commissions for  
28 closing escrows; with some earning six figures a year. But there was also a wealth of  
evidence that many employees did not work any overtime, worked overtime and were  
paid for it, or were disciplined for failing to report overtime they did work (as well as paid

1 for it). Several witnesses who claimed a large volume of unreported and unpaid  
2 overtime were impeached with deposition testimony or through evidence from a  
3 defense expert showing email messages from the witness' computer were sent during  
4 reported work hours some 98% of the time.

5  
6 Plaintiffs' original trial plan included a promise of expert opinion to establish class-  
7 wide proof via a valid sampling or through statistical evidence. However, at trial, the  
8 Court found that plaintiff's expert had not laid the necessary foundation for  
9 presentation of his opinion. This left defendants' expert, Dr. Saad, unchallenged on the  
10 issue of lack of a class-wide policy of encouraging unpaid, unreported overtime,  
11 except by individual representative testimony, which was (as noted above) often  
12 impeached.

13  
14 The absence of admissible expert testimony from plaintiffs' side, coupled with the  
15 impeachment of several of those who did testify, showing that they did not work  
16 overtime, did report overtime, and were paid overtime, persuades the Court that no  
17 uniform policy consistently applied was demonstrated for the non-exempt class. The  
18 existence of such a policy or practice is a prerequisite to relief under the UCL for a class  
19 of employees, and for maintenance of a class action.

20  
21 The Court's finding on the absence of a class-wide policy requires decertification  
22 of the class of the general overtime class. *Gorgan-Beall v. Ferdinand Roten Galleries,*  
23 *Inc.* (1982) 133 Cal. App. 3d 969. However, the Court would like to make clear that it  
24 did see evidence of unreported and unpaid overtime, just not on a class-wide basis.  
25 Thus the Court's decision should have no impact on any individual worker's attempt to  
26 secure recovery on an individual basis.

27 ///  
28 ///

1           **c.     Notice Is Required**

2           Notice to the class is mandatory in this instance, as the non-exempt class was  
3 previously certified. California Rules of Court, Rule 3.770(c). That should include a short  
4 discussion of how the statute of limitations is tolled when the putative class action is filed  
5 until the dismissal order. *Becker v. McMillin Construction Co.* (1991) 226 Cal. App. 3d  
6 1493; *Falk v. Children's Hospital Los Angeles* (2015) 237 Cal. App. 4th 1454. "Notice of  
7 dismissal protects the class from prejudice it would otherwise suffer if class members  
8 have refrained from filing suit because of knowledge of the pending class action." *Doe*  
9 *v. Lexington-Fayette Urban County Gov't.* (6th Cir. 2005) 407 F.3d 755, 761 (internal  
10 citations omitted).

11  
12           The parties are to submit proposed notices within two weeks of service of this  
13 Statement of Decision, which shall include a short synopsis of the Court's rulings herein.  
14 Defendant NATC shall pay for service of the notice by the class administration, as such  
15 notice will also advise of the findings in favor of the exempt class discussed below.  
16 Class counsel is charged with creating and maintaining an internet web site which  
17 includes the notice and the full Statement of Decision. Such website and its address  
18 shall be included in the proposed notice sent. The class administrator will be required to  
19 file a declaration as to service of the notice.  
20

21           Code of Civil Procedure section 581(k) provides the date such dismissal is  
22 effective (emphasis added): "(k) No action may be dismissed which has been  
23 determined to be a class action under the provisions of this code unless **and until** notice  
24 that the court deems adequate has been given and the court orders the dismissal."  
25 The effective date of the dismissal of the non-exempt class claims will be the date the  
26 court issues a minute order of dismissal, which will occur after the administrator files the  
27 declaration attesting to such notice.  
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**d. Judgment on Individual Class Member Claims**

In *Gorgan-Beall v. Ferdinand Roten Galleries, Inc.*, *supra*, 133 Cal. App. 3d 969, the trial court judge entered judgment for the named plaintiff only, after decertification of the class, post-trial.

There are several named plaintiffs, two of whom (Carolyn Cortina and Kimberly Baker) did not testify. Judgment against Ms. Cortina and Ms. Baker is to be entered on their individual claims. The parties have advised the Court that another woman, Janet Dornan, was originally a named class representative, but withdrew herself from that position, and also opted out of the class. Her claims are therefore dismissed without prejudice.

The other named plaintiffs are: Lori Baker, Judith Bates, Catherine Bell, Melodie Bates, Martha Dominguez, Cheryl Fuller, Laurel Johnstone, Teresa Spencer, Tina Texeira, and Mary Weidmark. Their claims for restitution of overtime pay for time employed as a non-exempt worker are to be considered by the referee, discussed below.

**EXEMPT CLASS**

**a. Liability of defendant NAS**

The evidence showed that NAS is a company created by NATC for the purpose of performing NATC's HR and payroll functions. Although the master agreement between NATC and NAS contemplated that NAS might supervise employees, categorize them, determine pay scale hire, and fire them, there was no evidence that NAS actually performed any of the functions that resulted in misclassification of employees as exempt or encouraged employees not to report overtime. Further, prior to January 1, 2006, NAS performed no services for NATC.

///  
///

1 "[A] a court of equity may exercise the full range of its inherent powers in order  
2 to accomplish complete justice between the parties . . ." *People v. Jayhill* (1973) 9 Cal.  
3 3d 283, 286. "The linchpin for equitable estoppel is equity—fairness." *Goldman v. KPMG*  
4 *LLP* (2009) 173 Cal. App. 4th 209.

5 The Court finds that under these circumstances, it would be inequitable to hold  
6 NAS liable. The Court makes no finding on the issue of whether NAS was or was not an  
7 employer or joint employer, as such a finding is not necessary to the finding of inequity.  
8 Accordingly, the Court will enter judgment in favor of NAS in this action.  
9

10 **b. Liability of NATC**

11 **i. No Proof of Classwide Injury Required**

12 In 2004, Proposition 64 amended the standing requirement to bring an action for  
13 relief, by amending Business and Professions Code section 17204. Same now states a  
14 claim must be brought by: "by a person who has suffered injury in fact and has lost  
15 money or property as a result of the unfair competition."  
16

17 In 2009, the Supreme Court determined that "the effect of Proposition 64 is to  
18 prevent uninjured private persons from suing for restitution on behalf of others." *In re*  
19 *Tobacco II Cases* (2009) 46 Cal. 4th 298, 314. It also found that the new standing  
20 requirement applied solely to the class representative, not to the absent class members.  
21 "Restitution under the UCL and FAL may be ordered without individualized proof of  
22 harm." *People v. Sarpas* (2014) 225 Cal. App. 4th 1539, 1548.  
23

24 **ii. Burden of Proof on Defense Not Met**

25 Defendants mounted an affirmative defense on the basis that it property deemed  
26 certain job titles to encompass exempt status. The burden of proof to show that  
27 employees are exempt rested on defendants. *Ramirez v. Yosemite Water Co., Inc.* (1999)  
28 20 Cal. 4th 785, 794-795:



1 "The assertion of an exemption from the overtime laws is  
2 considered to be an affirmative defense, and therefore the  
3 employer bears the burden of proving the employee's exemption."

4 An exempt employee must be paid a monthly salary equivalent to no less than  
5 two times the state minimum wage for full-time employment. Labor Code section 515(a).  
6 Deducting from vacation or leave balances for partial or full day absences does not  
7 affect a finding of salary. *Conley v. PG&E* (2005) 131 Cal. App. 4<sup>th</sup> 260. *Accord Rhea v.*  
8 *General Atomics* (2014) 227 Cal. App. 4<sup>th</sup> 1560 (rev. denied). Section 515(a) which states,  
9 in part (emphasis added):

10 "The Industrial Welfare Commission may establish exemptions from  
11 the requirement that an overtime rate of compensation be paid  
12 pursuant to Sections 510 and 511 for executive, administrative, and  
13 professional employees, if the employee is primarily engaged in the  
14 duties that meet the test of the exemption, customarily and regularly  
exercises discretion and independent judgment in performing those  
duties, **and** earns a monthly salary equivalent to no less than two  
times the state minimum wage for full-time employment."

15 But, if pay is docked for an absence for sickness or disability where there is no  
16 leave time left, the pay cannot be characterized as a "salary." *Negri v. Koning &*  
17 *Associates* (2013) 216 Cal. App. 4<sup>th</sup> 392 (rev. denied). "Deductions from pay may be  
18 made when an exempt employee is absent from work for one or more full days for  
19 personal reasons, **other than** sickness or disability." Cited is 29 C.F.R. 541.602(b)(1) (emp.  
20 Added). The evidence here established that class members were subject to a loss in  
21 pay amount if they did not have adequate leave balances for missed days, and for  
22 furlough days. The claimed exception for exempt employees fails on this basis alone.

23  
24 Further, Title 8, California Code of Regulations, section 11070 deems those who  
25 earn more than two times the minimum wage in "salary" to be exempt only if they meet  
26 the definition of administrative, professional, or executive employees.

27 ///  
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1 Defendants failed to meet their burden of proof on this defense as to any class  
2 member. While there was evidence that defendants attempted to divide employees  
3 into exempt and non-exempt categories after 2003, there was abundant evidence to  
4 support the inference that such was done on a speculative basis, without proper  
5 assessment of what true managerial or administrative tasks the various job classifications  
6 were charged with doing, and that a smattering of managerial duties or a title might  
7 be bestowed, but without meeting the requirements of the law for an exempt position.  
8 There was also convincing evidence that prior to 2004, NATC mischaracterized of  
9 employees as exempt based on title alone, such as "escrow officer."  
10

11 NATC also presented affirmative defenses on the basis of unclean hands and  
12 promissory estoppel. Substantial evidence showed that employees were instructed on  
13 how they must complete their time cards, and that time cards were returned if this was  
14 not done. The Court finds against NATC on these affirmative defenses as well.  
15

### 16 **iii. Relief**

17 Relief under the UCL is limited, no damage may be awarded, and no penalties  
18 may be imposed where a private party prosecutes the action rather than the attorney  
19 general or other government entity. See, e.g., *People v. Fremont Life Ins. Co.* (2002) 104  
20 Cal. App. 4<sup>th</sup> 508, where an offer of restitution was ordered without reference to any  
21 specific amount.

22 "The court's discretion is very broad. Section 17203 does not  
23 mandate restitutionary or injunctive relief when an unfair business  
24 practice has been shown. Rather, it provides that the court 'may  
25 make such orders or judgments ... as may be necessary to prevent  
26 the use or employment ... of any practice which constitutes unfair  
27 competition ... or as may be necessary to restore ... money or  
28 property.' (*Ibid.*) That is, as our cases confirm, a grant of broad  
equitable power."

*Cortez v. Purolater Air Filtration Products Co*, *supra*, 23 Cal. 4<sup>th</sup> at 180.

1 The Court orders restitution of unpaid overtime wages to the exempt class  
2 members earned during the class period. It will refrain from entering final judgment until  
3 an amount is determined.

4 "As a general rule if the defendant's liability can be determined by facts common  
5 to all members of the class, a class will be certified even if the members must individually  
6 prove their damages." *Duran v. U.S. Bank National Association* (2014) 59 Cal. 4th 1, 28,  
7 quoting from *Brinker Restaurant Corp. v. Superior Court* (2012) 53 Cal. 4th 1004, 1021-1022.  
8 Federal Rules of Civil Procedure, Rule 53, permits special masters to be appointed without  
9 the consent of the parties to resolve questions involving "difficult computation of  
10 damages." Use of same in class action was approved in *Levy v. Medline Industries, Inc.*  
11 (9th Cir. 2013) 716 F. 3d 510, 515. See also *Carnegie v. Household Intern., Inc.* (7th Cir. 2004)  
12 376 F. 3d 656, 661. And see Newberg & Conte, Newberg on Class Actions (4th Ed., 2002)  
13 sections 24.119 – 24.121.  
14

15 Pursuant to Code of Civil Procedure section 639(a)(3), due to the consumption of  
16 time that would be required to assess the amounts of individual restitution, such issue of  
17 fact is to be considered by a referee, on the basis of his review of individual testimony  
18 and any other evidence as the referee finds appropriate. The referee is to report his  
19 findings to the Court. The Court has been given no basis to reopen discovery, and  
20 declines to do so. The referee is to be guided by the principal that California courts have  
21 shifted the burden of proof to employers when inadequate records prevent employees  
22 from proving their claims for unpaid overtime hours. (*Hernandez v. Mendoza* (1988) 199  
23 Cal. App. 3d 721, 726-728) and unpaid meal periods. (*Cicairos v. Summit Logistics, Inc.*  
24 (2005) 133 Cal. App. 4th 949, 961-963).<sup>1</sup>  
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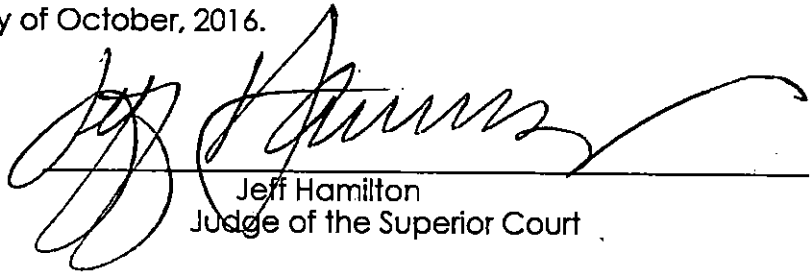
<sup>1</sup> Plaintiffs dropped their claim for missed rest periods prior to trial.

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No party has established an economic inability to pay for the reference. Payment of wages is a fundamental public policy in the state of California. *Verdugo v. Alliantgroup, L.P.* (2015) 237 Cal. App. 4th 141, 156; *Vasquez v. Franklin Management Real Estate Fund, Inc.* (2008) 222 Cal. App. 4th 819, 830. For these reasons, the Court orders that NATC shall bear the cost of the reference.

Pursuant to Code of Civil Procedure section 640, the parties submitted the names of proposed referees to the Court. No objection was made by any party to any referee proposed in the time permitted by Code of Civil Procedure section 641. The Court selects the Hon. Patrick J. O'Hara (Ret.) as the referee. Judge O'Hara's office is located at 300 North Willis Street, Visalia, California 93291. His office number is (559) 429-4570 and his State Bar Number is 72138. He may charge a maximum hourly rate of \$500.00. Court facilities and personnel may not be used for the reference.

DATED this 20<sup>th</sup> Day of October, 2016.

  
\_\_\_\_\_  
Jeff Hamilton  
Judge of the Superior Court

<p align="center"><b>SUPERIOR COURT OF CALIFORNIA - COUNTY OF FRESNO</b>  Civil Department, Central Division  1130 "O" Street  Fresno, California 93724-0002  (559) 457-2000</p>	<p align="center"><i>FOR COURT USE ONLY</i></p>
<p>TITLE OF CASE:  <b>Carolyn Cortina vs North American Title Co</b></p>	
<p align="center"><b>CLERK'S CERTIFICATE OF MAILING</b></p>	<p>CASE NUMBER:  <b>07CECG01169</b></p>

I certify that I am not a party to this cause and that a true copy of the:

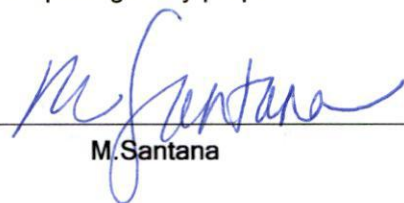
**10/20/2016 copy of Statement of Decision**

was placed in a sealed envelope and placed for collection and mailing on the date and at the place shown below following our ordinary business practice. I am readily familiar with this court's practice for collecting and processing correspondence for mailing. On the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service with postage fully prepaid.

Place of mailing: Fresno, California 93724-0002

On Date: 10/20/2016

Clerk, by \_\_\_\_\_, Deputy



**M. Santana**

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Clerk's Certificate of Mailing Additional Address Page Attached