

## NOTICE OF CLASS ACTION SETTLEMENT

**If you worked for Stanford Health Care as an operating nurse, a peri-/post-operative nurse, or catheterization laboratory/endoscopy/interventional radiology/procedure room nurse, you may be entitled to a payment from a class action lawsuit settlement.**

*A court authorized this Notice. This is not a solicitation from a lawyer.*

- You have received this Notice because records from Stanford Health Care (“SHC”) indicate that you were employed in the State of California as (1) an operating nurse, (2) a peri-operative and/or post-operative nurse, or (3) a catheterization laboratory/endoscopy/ interventional radiology/procedure room nurse paid on an hourly basis between March 4, 2018 and April 13, 2024.
- Three current or former SHC nurses filed a lawsuit alleging that SHC failed to provide timely off-duty meal periods, pay meal period premiums, provide accurate wage statements, and pay all wages upon termination. SHC denies these allegations and no Court has ruled in favor of any party. The parties have entered into a Settlement Agreement to resolve the lawsuit without further litigation and expense. This Settlement resolves the case called *Veitch, et al. v. Stanford Health Care*, Case No. 22CV395001.
- You can learn more at: [www.VeitchSHCSettlement.com](http://www.VeitchSHCSettlement.com).

**Your legal rights may be affected by this Settlement, and you have a choice to make:**

<b>YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:</b>	
<b>RECEIVE A SETTLEMENT CHECK</b>	If you do nothing, you will remain a part of this case, release claims (listed below) against SHC, and be sent a settlement check.
<b>EXCLUDE YOURSELF</b>	If you do not want to participate in the Settlement and want to retain your right to sue SHC for unpaid wages and related wage and hour claims, you must submit a written Request for Exclusion to the Settlement Administrator. If you submit a Request for Exclusion, you will not receive a settlement payment and may not object to the Settlement.
<b>OBJECT</b>	If you do not submit a Request for Exclusion, you may write to the Court about why you object to the Settlement. More information about objecting is set forth in Section 15 below.

- These rights and options – **and the deadlines to exercise them** – are explained in greater detail in this Notice.
- The Court still has to decide whether to approve the Settlement. Settlement payments will be made if the Court approves the Settlement and after any appeals are resolved. Please be patient.

**Questions? Contact the Settlement Administrator at  
[VeitchSHCSettlement@AtticusAdmin.com](mailto:VeitchSHCSettlement@AtticusAdmin.com) or 1-888-210-0855**

## BASIC INFORMATION

### 1. Why did I get this Notice?

- You have a right to know about the proposed class settlement, and about all of your options, before the Court decides whether to approve the Settlement. This Notice explains the lawsuit, your legal rights, and what benefits are available.
- The Honorable Charles Adams, Judge of the Santa Clara County Superior Court for the State of California, is overseeing this lawsuit and Settlement.
- For more information about Settlement, please see the Settlement Agreement available at [www.VeitchSHCSettlement.com](http://www.VeitchSHCSettlement.com), by contacting Class Counsel at [SHCMeanBreakCounsel@gbdhlegal.com](mailto:SHCMeanBreakCounsel@gbdhlegal.com) or 1-866-796-6594, or by emailing the Settlement Administrator at [VeitchSHCSettlement@AtticusAdmin.com](mailto:VeitchSHCSettlement@AtticusAdmin.com).

### 2. Am I covered by this Settlement?

- **SHC's records show that you were employed in the state of California by SHC as an operating nurse, a peri-/post-operative nurse, or catheterization laboratory/endoscopy/ interventional radiology/procedure room nurse between March 4, 2018 and April 13, 2024, for a total of <<WorkWeeks>> Work Weeks.**
- If this information is incorrect, you should contact the Settlement Administrator at Stanford Meal Break Settlement, c/o Atticus Administration, PO Box 64053, St. Paul, MN 55164, [VeitchSHCSettlement@AtticusAdmin.com](mailto:VeitchSHCSettlement@AtticusAdmin.com), 1-888-210-0855 to submit a dispute and any documents you have to support the disputed information by December 23, 2024. You must do so timely to have your dispute considered.

### 3. What is this lawsuit about?

- This case is about whether SHC failed to provide nurses with timely meal periods; failed to pay meal period premiums for late, short, or missed meal periods; failed to pay meal premiums at the regular rate of pay; failed to provide accurate itemized wage statements; and failed to pay all wages due upon termination. SHC denies these allegations. The Court has not made any ruling in favor of either party.

### 4. Why is this a class action?

- In a class action, one or more people called "class representatives" bring claims on behalf of other people who have similar claims. The people are called "class members" and together are the "class." The individuals who initiated this class action are called the "Plaintiffs." In a class action, the Plaintiffs ask the court to resolve the issues for every member of the class.

### 5. Why is there a settlement?

- The Court did not decide in favor of Plaintiffs or SHC. Both sides believe they will prevail in the litigation, but there was no decision in favor of either party. Instead, the parties have agreed to resolve this matter to avoid the expense and risks of more litigation. Plaintiffs and Class Counsel think the Settlement is in the best interests of all Class Members.

## THE SETTLEMENT BENEFITS – WHAT YOU GET

### 6. What does the Settlement provide?

- SHC has agreed to pay at least \$10,000,000.00 (the “Gross Settlement Amount”), plus the employer share of payroll taxes on amounts considered wages. The Gross Settlement Amount will be used to pay: (1) Participating Class Members and Aggrieved Employees; (2) attorneys’ fees of up to one-third of the Gross Settlement Fund (\$3,333,333.33), plus reimbursement of actual litigation expenses and costs of up to \$50,000.00; (3) Enhancement Payments of \$20,000.00 for each of the three Named Plaintiffs; (4) \$240,000.00 to the resolution of the Private Attorneys’ General Act, including a \$180,000 payment to the California Labor and Workforce Development Agency; and (5) the Settlement Administrator’s fees and costs of up to \$15,000.00. The remaining amount is the Net Settlement Amount and will be used to pay Individual Settlement Payments.

### 7. How will my settlement payment be calculated?

- The Administrator will calculate an Individual Settlement Payment for weeks worked during the Class Period using the following formula: Individual Settlement Payment = (Individual Work Weeks ÷ Total Class Work Weeks) × Net Settlement Amount.
- **Based on SHC’s records of your dates worked during the Class Period, your *estimated* payment as a Class Member is <<\$award>>. The actual amount of any payment may vary.**
- The Settlement Administrator used information from SHC’s records to calculate your payment. If the dates or job position listed in section 2 are incorrect, you may contact the Settlement Administrator at Stanford Meal Break Settlement, c/o Atticus Administration, PO Box 64053, St. Paul, MN 55164, [VeitchSHCSettlement@AtticusAdmin.com](mailto:VeitchSHCSettlement@AtticusAdmin.com), 1-888-210-0855 to submit a dispute and any documents you have to support the disputed information by December 23, 2024. The Settlement Administrator will evaluate the information you provide and will make the final decision as to any dispute.
- Twenty percent (20%) of your settlement payment is subject to payroll deductions for applicable taxes and withholdings like any other paycheck, for which you will receive a Form W-2, and eighty percent (80%) of your settlement payment is not subject to deductions and will be reported on a Form 1099. Neither Class Counsel nor SHC’s counsel can advise you regarding the tax consequences of the Settlement. You may wish to consult with your own personal tax advisor in connection with the Settlement.

**Settlement checks not cashed within 180 days of original issuance will be void.**

### 8. Additional Payments for Aggrieved Employees

- The lawsuit also includes a California Private Attorneys General Act (“PAGA”) claim brought on behalf of the State of California that sought civil penalties from SHC.
- As part of the settlement of the PAGA claim, SHC agreed to pay \$240,000.00, which will be distributed according to PAGA’s requirement that 75% (or \$180,000) be distributed to the California Labor Workforce Development Agency and the remaining 25% (or \$60,000.00) will be paid to Aggrieved Employees.
- If you worked for SHC as (1) an operating nurse, (2) a peri-operative and/or post-operative nurse, or (3) a catheterization laboratory/endoscopy/ interventional radiology/procedure room nurse paid on an hourly basis between March 4, 2021 and April 13, 2024, you are an “Aggrieved Employee.” If the

Court approves the PAGA settlement, Aggrieved Employees will release the Released PAGA Claims.

- Your individual PAGA settlement payment will be determined by your proportional share of the \$60,000 based on the number of Work Weeks you worked between March 4, 2021, and April 13, 2024.
- If you are eligible for a PAGA award, that award will be treated as penalties not subject to deductions and reported on a Form 1099.

## HOW YOU GET A PAYMENT

### 9. How do I get my payment?

- If you want to receive a settlement payment, you do not need to take any action. It is your responsibility to update your mailing address with the Settlement Administrator to make sure they have your current address.

### 10. When will I get my settlement payment?

- The Court is scheduled to hold a hearing on March 27, 2025, at 1:30 p.m. in Department 7, to determine whether to give final approval to the Settlement. This date may change without further notice to Class Members. Please check [www.VeitchSHCSettlement.com](http://www.VeitchSHCSettlement.com) to confirm that the date has not changed. You may also review the Court's online records at [www.scscourt.org](http://www.scscourt.org).
- If the Court grants final approval and no objections to the Settlement are filed, settlement checks are anticipated to be mailed approximately two months after the court issues the final approval order. If an appeal is filed as a result of an objection to the Settlement, then checks will be delayed.
- If you move, you must send the Settlement Administrator your new address; otherwise, you may not receive your settlement payment. It is your responsibility to keep a current address on file with the Settlement Administrator.

### 11. What am I giving up by releasing my claims?

- If you want to receive a settlement payment, you will release the Released Class Claims. This means that you cannot sue, continue to sue, or be part of any other legal action against SHC or its related entities asserting the Released Class Claims. Released Class Claims are all claims, rights, demands, liabilities, and causes of action, which were or could have been raised in the Action based on the facts alleged in the Fourth Amended Complaint, during the Settlement Class Period. The Released Class Claims specifically include claims for (1) Failure to Provide Timely Meal Periods; (2) Failure to Pay Meal Period Premiums at the Regular Rate of Pay; (3) Failure to Provide Accurate Wage Statements; (4) Failure to Pay All Wages Owed at Separation; and (5) California Unfair Competition Law. The specific statutes released include but are not limited to Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 256, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, and 2698 *et seq.*, as well as Business & Professions Code § 17200 and Wage Order 5.
- In addition, if you worked for SHC as (1) an operating nurse, (2) a peri-operative and/or post-operative nurse, or (3) a catheterization laboratory/endoscopy/ interventional radiology/procedure room nurse paid on an hourly basis between March 4, 2021 and April 13, 2024, you also will release the Released PAGA Claims. Released PAGA Claims include violations listed and based on the facts alleged in Plaintiffs' March 4, 2022 and September 26, 2022 letters to the California Labor & Workforce Development Agency, including violations of Labor Code sections 201-203, 204, 210, 226, 226.3, 226.7, 256, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 2698-99 and Wage Order 5.

## EXCLUDING YOURSELF FROM THE SETTLEMENT

### 12. How do I opt out of the Settlement?

- If you want to opt out, you will not receive payment and cannot object. You must submit a written Request for Exclusion to the Settlement Administrator, that: (i) states your name and Class Member ID (see the top of the Notice); (ii) includes a statement indicating your intent to exclude yourself from the Settlement, such as “I wish to opt out of the settlement of the class action lawsuit titled *Veitch v. Stanford Health Care*”; and (iii) includes your signature. The Request for Exclusion must be postmarked by or otherwise received on or before **December 23, 2024**.
- If you submit a Request for Exclusion, you might still receive a PAGA Award. You will retain the right to bring your own legal action against SHC for California Labor Code claims, excluding PAGA. You should be aware that your claims are subject to a statute of limitations, which means that they will expire on a certain date.

## THE LAWYERS REPRESENTING YOU

### 13. Do I have a lawyer in this case?

- The Court has decided that the lawyers at Goldstein, Borgen, Dardarian & Ho are qualified to represent you and all Participating Class Members. These lawyers are called “Class Counsel.” You do not need to hire your own attorney. If you do not opt out of the class and want to be represented by your own lawyer, you may hire one at your own expense.

### 14. How will the lawyers be paid?

- To date, Class Counsel have not been paid any money for their work or out-of-pocket expenses in this case. To pay for their time and risk in bringing this case without guarantee of payment unless they were successful, Class Counsel will request up to one-third of the Gross Settlement Amount (\$3,333,333.33) plus reimbursement for their out-of-pocket expenses up to \$50,000.

## OBJECTING TO THE SETTLEMENT

You can tell the Court that you do not agree with the Settlement or some part of it.

### 15. How do I tell the Court that I disapprove of the Settlement?

- If you have not submitted a Request for Exclusion, you can ask the Court to deny approval of the Settlement by filing an objection. You can't ask the Court to order a different settlement; the Court can only approve or reject the Settlement. If the Court does not approve the Settlement, no settlement payments will be sent out and the lawsuit will continue. If that is what you want to happen, you must object.
- Any objection to the proposed Settlement must be in writing or made orally to the Court at the Final Approval Hearing. To object in writing, a Class Member must submit by mail to the Settlement Administrator (Stanford Meal Break Settlement, c/o Atticus Administration, PO Box 64053, St. Paul, MN 55164), or to the Court (Superior Court of California, County of Santa Clara, 191 N. 1<sup>st</sup> Street, San Jose, CA 95113), no later than December 23, 2024, a signed document that states: (1) the case name and number (*Veitch, et al. v. Stanford Health Care*, Case No. 22CV39500), (2) your name and Class Member ID (see the top of the Notice), and (3) the basis for your objection and include any supporting documents. If you submit a written objection you may, but are not required to, appear in person or through your own attorney. If you appear through your own attorney, you are

responsible for hiring and paying that attorney.

- You may also object by appearing in person or by remote appearance at the Final Approval Hearing. Although Class Members may appear in person, the judge overseeing this case encourages remote appearances. (As of August 15, 2022, the Court's remote platform is Microsoft Teams.) Class Members who wish to appear remotely should contact Class Counsel at least three days before the hearing if possible. Instructions for appearing remotely are provided at [https://www.sccscourt.org/general\\_info/ra\\_teams/video\\_hearings\\_teams.shtml](https://www.sccscourt.org/general_info/ra_teams/video_hearings_teams.shtml) and should be reviewed in advance. Class Members may appear remotely using the Microsoft Teams link for Department 7 (Afternoon Session) or by calling the toll-free conference call number for Department 7. Any class member who wishes to appear in person should check in at Court Services (1st floor, Downtown Superior Courthouse, 191 N. 1st St., San Jose, CA 95113) and wait for a sheriff's deputy to escort him or her to the courtroom for the hearing.

#### **16. What's the difference between objecting and opting out?**

- Objecting tells the Court that you do not like something about the Settlement and asks the Court not to approve the Settlement.
- Opting out (also known as excluding yourself) tells the Court that you do not want to be part of the Class. If you exclude yourself, you cannot object because the case no longer affects you.
- If you submit both an objection and a Request for Exclusion, the Request for Exclusion will be deemed valid and the objection will be invalid. If the Settlement Administrator cannot reach you, it will be presumed that you intended to exclude yourself, and your objection will not be considered.

### **THE COURT'S FINAL APPROVAL/FAIRNESS HEARING**

#### **17. When and where will the Court decide whether to approve the Settlement?**

- The Court will hold the Fairness (or Final Approval) Hearing on March 27, 2025 at 1:30 p.m. in Department 7. This date may change without further notice to Class Members. Please check [www.VeitchSHCSettlement.com](http://www.VeitchSHCSettlement.com) to confirm that the date has not changed.
- At the hearing, the Court will determine whether the Settlement is fair, adequate, and reasonable and will consider any properly submitted objections. Please contact Class Counsel using the contact information provided in Section 20 below if you have any questions about the date and time of the Fairness Hearing.

#### **18. Do I have to come to the Fairness Hearing?**

- No. Class Counsel will attend the Fairness Hearing to answer questions the Court may have. You are welcome to attend at your own expense. If you send an objection, you do not have to attend. As long as you have not excluded yourself and have mailed your written objection on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

### **GETTING MORE INFORMATION**

#### **19. Are there more details about the Settlement?**

- This Notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement at [www.VeitchSHCSettlement.com](http://www.VeitchSHCSettlement.com).
- The pleadings and other records in this litigation, including the Settlement Agreement, may also be examined (a) online on the Superior Court of California, County of Santa Clara's Electronic Filing and

Service Website at [www.scsccourt.org](http://www.scsccourt.org), or (b) in person at Records, Superior Court of California, County of Santa Clara, 191 N. 1st Street, San Jose, CA 95113, between the hours of 8:30 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays and closures.

## **20. How do I get more information?**

- If you have other questions about the Settlement or want more information, you can contact the Settlement Administrator at Stanford Meal Break Settlement, c/o Atticus Administration, PO Box 64053, St. Paul, MN 55164, [VeitchSHCSettlement@AtticusAdmin.com](mailto:VeitchSHCSettlement@AtticusAdmin.com), 1-888-210-0855 or Class Counsel:

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Oakland, CA 94612  
1-866-796-6594  
[SHCMeanBreakCounsel@gbdhlegal.com](mailto:SHCMeanBreakCounsel@gbdhlegal.com)

**PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT.**