

**Long Form Class Action Settlement Notice**

**IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
COUNTY DEPARTMENT, CHANCERY DIVISION**

HERMELINDA LOPEZ, on behalf	)	
of herself and other similarly situated laborers,	)	
	)	
Plaintiff,	)	
v.	)	Case No.: 2019-CH-10438
	)	
RESTAURANT MANAGEMENT CORP,	)	Judge Clare J. Quish
d/b/a McDonald's,	)	
	)	
Defendant.	)	

**NOTICE OF PENDENCY OF CLASS ACTION,  
PROPOSED SETTLEMENT AND FAIRNESS HEARING**

**TO:** All current and former employees working at the four Chicago Restaurants managed by Restaurant Management Corporation from July 1, 2017 through and including May 31, 2021 who were covered by the Chicago Minimum Wage and Paid Sick Leave Ordinance, specifically the following four restaurants:

- Store No. 4061, located at 180 W. Adams Street, Chicago, IL 60603;
- Store No. 5813, located at 4047 E. 106th Street, Chicago, IL 60617;
- Store No. 13838, located at 225 S. Canal Street, Chicago, IL 60606; and
- Store No.31049, located at 23 S Clark Street, Chicago, IL 60603.

**Please Read This Notice Carefully. This Notice Relates to a Proposed Class Action Settlement of Litigation. If You Are a Class Member, It Contains Important Information as to Your Rights.**

**What is this Notice about?**

This Notice is to tell you about the settlement of a “class action” lawsuit (the “Litigation”) that was filed against Restaurant Management Corp, d/b/a McDonald’s ( “Defendant”) and to tell you about a hearing before Judge Quish on February 16, 2024 at 9:00 a.m. in Courtroom 2301 of the Daley Center, Circuit Court of Cook County, Illinois, located at 50 W. Washington St., Chicago IL 60602, for a report on opt-outs, objections and DRP Claims and to set a date for a “Fairness Hearing” to determine whether the proposed settlement described in the Class Action Settlement Agreement (the “Settlement”) fairly resolves the claims against defendant as explained below. You may also join the hearing virtually by Zoom Meeting ID: 953 7174 9534, Password: 253498, Dial-In: (312) 626-6799.

This Notice **is not** a notice of a lawsuit against you. An Illinois Court has authorized this Notice.

## **What is the Litigation about?**

On September 10, 2019, a class action lawsuit was filed in the Circuit Court of Cook County, Illinois. The case is currently titled *Lopez v. Restaurant Management Corp, d/b/a McDonald's*, Case No. 2019-CH-10438. Plaintiff alleged that Defendant violated the Chicago Minimum Wage and Paid Sick Leave Ordinance (“CPSLO”), Chicago, Ill., Municipal Code of Chi. § 1-24-010, *et seq.* by: (a) failing to post notification of the right to earned paid sick leave in a conspicuous place at each location as required by the CPSLO; (b) failing to provide written notice advising Class Members of their rights to earned paid sick leave as required by the CPSLO; (c) failing to permit a Class Member to take earned paid sick leave as required by the CPSLO; and (d) failing to pay a Class Member for earned paid sick leave as required by the CPSLO. Defendant denies Plaintiffs’ claims and denies that any damages are owed.

## **Why did I get this Notice?**

You received this Notice because the lawyers for the Plaintiff and Defendant have identified you as a person in the Class, defined as:

“Plaintiff and all current and former hourly employees who were covered by the Chicago Minimum Wage and Paid Sick Leave Ordinance, Chicago, Ill., Municipal Code of Chi. § 1-24-010, *et seq.*, and employed from July 1, 2017 through and including May 31, 2021 at any of the following four restaurants managed by Restaurant Management Corporation:

- Store No. 4061, located at 180 W. Adams Street, Chicago, IL 60603;
- Store No. 5813, located at 4047 E. 106th Street, Chicago, IL 60617;
- Store No. 13838, located at 225 S. Canal Street, Chicago, IL 60606; and
- Store No. 31049, located at 23 S Clark Street, Chicago, IL 60603.”

If you received this Notice, you are covered by this settlement and are eligible to participate in a Dispute Resolution Process described below to attempt to recover earned paid sick leave.

## **What is the “Settlement” and how was it agreed upon?**

The Settlement is a compromise of Plaintiff’s claim in this litigation to provide class members with adequate notice and information of their rights to Paid Sick Leave under CPSLO and the opportunity to recover for Paid Sick Leave that may be owed to class members. The Settlement is not to be construed as an admission of liability on the part of Defendant. The Court has granted preliminary approval of the Settlement, and the Plaintiff and Defendant (collectively, “the Parties”) are now seeking final Court approval, which is required for the Settlement to become effective.

The Settlement: (1) requires Defendant to provide written notice to all employees employed at the four Chicago RMC-managed restaurants listed above on their rights to earned paid sick leave under the CPSLO as well as information on how to make a complaint if those rights are violated; (2) requires Defendant to provide a mandatory training to all managers in those restaurants on the CPSLO; and (3) creates a Dispute Resolution Process (“DRP”) for class members to seek payment for paid sick leave claims that may have occurred during the Class Period.

You may use the DRP if: (1) *you requested paid sick leave and believe you had earned paid sick leave available but were not permitted to take paid sick leave when you were legally entitled to do so*; and (2) *you took sick leave covered by the CPSLO and you believe you had earned sick leave*

*available but were not paid for that time.* While the DRP does not guarantee that you will be paid for earned sick leave you believe you are entitled to, the DRP does the following:

- a. Provides you with assistance from Class Counsel, at no cost to you, to recover earned paid sick leave;
- b. Requires that Defendant provide Class Counsel with information to evaluate your claim;
- c. Creates an informal process to attempt to resolve your claim with Defendant with the assistance of Class Counsel; and
- d. If Defendant disputes your claim for paid sick leave, allows your claim to be heard before the Chicago Office of Labor Standards (“OLS”), a neutral government agency. If Class Counsel believe the records and other evidence supports your claim, Class Counsel may assist you in pursuing your claim before the OLS. If Class Counsel assists you in pursuing your claim, Defendant has agreed to pay a Class Counsel \$500 per successful claim for the first 90 successful claims to assist you. However, whether Class Counsel assists you are not, you will always have the option of pursuing your claim through the OLS.

### **How Do I Submit a Claim to the Dispute Resolution Process?**

If you believe you were denied sick pay as outlined above between July 1, 2017 and May 31, 2021, you must file a DRP Claim by January 26, 2024 on the enclosed DRP Claim Form to attempt to recover owed sick pay. If you do not opt-out of this Settlement, the DRP will be the only way for you to pursue a claim for earned paid sick leave during the Class Period.

In addition to the above, Defendant has agreed to pay a \$1,000 Service Award Payment to the Named Plaintiff for her assistance in litigating and resolving this case over the past three years and has agreed to pay \$32,500.00, subject to approval by the Court, for Plaintiff’s reasonable attorneys’ fees and costs incurred over the past three years of this litigation. Defendant will also contribute an additional \$7,000 to pay the cost of settlement administration. Class Counsel will cover any claims administration costs above \$7,000.00.

Substantial amounts of time, energy, and other resources have been devoted by the Parties in prosecuting and in defending the Litigation. Unless there is a settlement, that Litigation will continue. In settlement negotiations, the Parties have taken into account the uncertainty of the outcome and the risk of litigation. In light of these factors, the Parties believe that the Settlement is the best way to resolve the Litigation while minimizing further expenditures.

The Parties and their attorneys believe that the Settlement is fair, reasonable, and adequate, and in the best interests of all Parties, including the Settlement Class.

### **What can I do if I object to the Settlement?**

*If you object to the Class Settlement,* you must submit a written objection to the Settlement Administrator by no later than January 26, 2024 to Lopez v RMC, c/o Analytics Consulting LLC, P.O. Box 2002, Chanhassen, MN 55317-2002. The objection must set forth, in clear and concise terms, the legal and factual arguments supporting your objection.

### **Am I required to participate in the Settlement?**

No, you have the right to exclude yourself from the lawsuit and “opt-out” of the Settlement if you comply with the opt-out procedure stated below.

To effectively opt-out, you must mail a letter to the Settlement Administrator: Lopez v RMC, c/o Analytics Consulting LLC, P.O. Box 2002, Chanhassen, MN 55317-2002. The letter must include the following:

1. The written statement “I request to be excluded from the Settlement in *Lopez v. Restaurant Management Corp., d/b/a McDonald’s*, Case No. 2019-CH-10438 (Circuit Court of Cook County, Chancery Division),”
2. Your full name, address, and telephone number, and
3. Your personal signature on the letter.

*The Request for Exclusion must be postmarked no later than January 26, 2024 to be effective.*

*If you opt-out of the Settlement you will not be able to participate in the DRP process. You may, however, pursue other legal remedies apart from the Settlement that may be available to you, if you so choose. Neither the Parties nor their attorneys make any representations to you regarding what, if any, legal remedies are available to you should you choose to opt-out.*

### **You Should Not Opt-Out If You Wish To Participate In The Settlement.**

#### **What is the Fairness Hearing and do I need to attend?**

The purpose of the Fairness Hearing in this case is to determine whether the proposed Settlement of the Litigation is fair, reasonable, and adequate, and whether the proposed Settlement should be finally approved by the Court and the Litigation dismissed. **Any Class Member who is satisfied with the proposed Settlement does not have to appear at the Fairness Hearing.**

Any person who has not validly and timely opted-out of the Settlement but who objects to the proposed Settlement may appear in person or through counsel at the Fairness Hearing and be heard as to why the Settlement should not be approved as fair, reasonable, and adequate, or why a final judgment should or should not be entered dismissing the Litigation with prejudice. No attorneys’ fees will be paid by Defendant to an objector’s counsel for any work related to an objection to this Settlement. If you choose to object to the settlement, you must mail your written objection to Class Counsel with a copy to Defendant’s counsel on or before January 26, 2024. The objection must set forth, in clear and concise terms, the legal and factual arguments supporting the objection. Your written objection must also include (a) your full name, address, and, telephone number, (b) dates of your employment with Defendant and job title(s) while employed with Defendant; (c) last four digits of your employee identification number or social security number, (d) copies of papers, briefs, or other documents upon which the objection is based, (e) a list of all persons who will be called to testify in support of your objection, and (f) your signature, even if you are represented by counsel. Class Members who do not timely make their objections in this manner will be deemed to have waived all objections and shall not be heard or have the right to appeal approval of the settlement.

If you file an objection and wish it to be considered, you must also appear at a hearing to be set by the Court, to take place at the Daley Center, Circuit Court for Cook County at the Circuit Court of Cook County, Illinois, located at 50 W. Washington St., Chicago, Illinois 60602, at which time

the presiding judge in this case (Hon. Judge Quish) will consider whether to grant final approval of this settlement. You may also join the “Fairness Hearing” virtually by Zoom Meeting ID: 953 7174 9534, Password: 253498, Dial-In: (312) 626-6799.

***YOU ARE NOT REQUIRED TO ATTEND THIS HEARING  
UNLESS YOU PLAN TO OBJECT TO THE SETTLEMENT.***

**When is the Court hearing to determine if the Settlement is fair?**

A hearing on this Settlement will be held before Judge Quish on February 16, 2024 in Courtroom 2301 of the Daley Center, Circuit Court of Cook County, Illinois, located at 50 W. Washington St., Chicago IL 60602, for a report on opt-outs, objections and DRP Claims and to set a date for a “Fairness Hearing” to determine whether the proposed settlement described in the Class Action Settlement Agreement (the “Settlement”) fairly resolves the claims against defendant as explained below. You may also join the “Fairness Hearing” virtually by Zoom Meeting ID: 953 7174 9534, Password: 253498, Dial-In: (312) 626-6799.

If you are a member of the Settlement Class, you will be bound by the proposed Settlement if it is approved, unless you opt-out by making a timely Request for Exclusion as described above.

**What rights am I giving up if I participate in the Settlement?**

Persons who do not opt out of the Settlement will release and discharge, on behalf of themselves and their heirs, legatees, personal representatives and assigns, Restaurant Management Corporation d/b/a McDonald’s, as well as its former and current directors, officers, owners and agents, not otherwise individually named as Defendants (collectively “Defendant”), from all claims related to Paid Sick Leave arising between July 1, 2017 through and including May 31, 2021.

**What if the court does not approve the settlement?**

If the Court does not approve the settlement, the case will proceed as if no settlement had been attempted, and there can be no assurance that the class will recover more than is provided for in the Settlement, or indeed, anything.

**Can I review a copy of the Settlement or other papers that were filed with the Court?**

Yes, for a detailed statement of the matters involved in the Litigation and the proposed Settlement, you may review the pleadings and other papers filed in the Litigation, which may be inspected at the Clerk’s Office of the Circuit Court for Cook County, Illinois located at 50 W. Washington St., Chicago, Illinois 60602, during regular business hours of each court day. The Settlement Agreement, all relevant documents for this Settlement, and information on future hearing dates will be available on the settlement website [www.RMCSickLeaveSettlement.com](http://www.RMCSickLeaveSettlement.com). You may also request copies of any relevant documents for this Settlement by contacting Class Counsel at (312) 795-9120 or [cwilliams@n-lan.org](mailto:cwilliams@n-lan.org).

**PLEASE DO NOT CONTACT THE CLERK OF THE COURT OR THE JUDGE WITH INQUIRIES ABOUT THIS SETTLEMENT.**