

NOTICE OF CLASS ACTION SETTLEMENT

Una copia de la Notificación Completa está disponible en español. Para obtenerla llame al (833) 632-3500.

CIRCUIT COURT OF COOK COUNTY
COUNTY DEPARTMENT
CHANCERY DIVISION
CASE NO. 2019-CH-10438

Lopez v. Restaurant Management Corp.
c/o Class Counsel,
National Legal Advocacy Network
1 N. LaSalle Street, Suite 1275
Chicago, Illinois 60602

WHY YOU ARE RECEIVING THIS NOTICE

A class action lawsuit alleging violations of the Chicago Paid Sick Leave Ordinance (“CPSLO”) was filed against four restaurants managed by Restaurant Management Corporation, d/b/a McDonald’s (“RMC” or “Defendant”) which are the RMC-managed Chicago restaurants located at:

- 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.

The lawsuit alleges that, from July 1, 2017 through and including May 31, 2021 (the “Class Period”) at the four RMC-managed Chicago restaurants, Defendant (a) failed to post notification of the right to earned paid sick leave in a conspicuous place at each location as required by the CPSLO; (b) failed to provide written notice advising Class Members of their rights to earned paid sick leave as required by the CPSLO; (c) failed to permit a Class Member to take earned paid sick leave as required by the CPSLO; and (d) failed to pay a Class Member for earned paid sick leave as required by the CPSLO. Defendant’s records show that you were employed at one or more of the RMC-managed Chicago restaurants during the Class Period.

Accordingly, you may be covered by a class action settlement which does the following:

1. Requires RMC to provide a copy of employees’ rights to earned paid sick leave to each employee and post the notice in the restaurant;
2. Provide a mandatory training to all managers at the restaurants on the right employees have to paid sick leave;
3. Creates a Dispute Resolution Process (“DRP”) that allow you to seek payment for paid sick leave claims that may have occurred during the Class Period if: (a) *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 (b) 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, but 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.

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

To exclude yourself from the Class Settlement, you must submit by no later than January 26, 2024 the following written statement to the Settlement Administrator to Lopez v RMC, c/o Analytics Consulting LLC, PO Box 2002, Chanhassen MN 55317-2002: “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).” You must also include your full name, address, and telephone number, and must personally sign the letter. If you exclude yourself, you cannot participate in the Dispute Resolution Process described above.

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 hearing virtually by Zoom Meeting ID: 953 7174 9534, Password: 253498, Dial-In: (312) 626-6799.

Review relevant information and documents regarding the Settlement

The Settlement Agreement, and all relevant documents for this Settlement, and information about future hearing dates will be available on the settlement website: www.RMCSickLeaveSettlement.com.

PLEASE REVIEW THE COMPLETE NOTICE PRIOR TO EXCLUDING YOURSELF FROM THE SETTLEMENT OR OBJECTING TO THE TERMS OF THE SETTLEMENT.

PLEASE NOTE: This is only a summary of the settlement terms. A Complete Notice is available that provides the details of this lawsuit and settlement. To obtain a copy of the Complete Notice, contact the Settlement Administrator at (833) 632-3500 or info@RMCSickLeaveSettlement.com.