

UNITED STATES DISTRICT COURT FOR THE MIDDLE DISTRICT OF
FLORIDA, TAMPA DIVISION

Izaiah Abrams, individually and on behalf of all others similarly
situated v. Mansari LLC, d/b/a College HUNKS Hauling Junk &
Moving

Abrams · No. 8:24-cv-949-CEH-TGW · Decided February 25, 2026

SUMMARY

The United States District Court for the Middle District of Florida approved an \$84,900 settlement resolving an FLSA collective action brought by Izaiah Abrams and opt-in plaintiffs against Mansari LLC. The court found the settlement and negotiated attorney’s fees and costs to be fair and reasonable, dismissed the action with prejudice, and directed the clerk to close the case.

CASE DETAILS

COURT	United States District Court for the Middle District of Florida, Tampa Division
WRITING FOR THE COURT	Charlene Edwards Honeywell
JURISDICTION	United States District Court for the Middle District of Florida, Tampa Division
DECIDED	February 25, 2026
DOCKET	8:24-cv-949-CEH-TGW
DISPOSITION	dismissed
PROCEDURAL POSTURE	The parties jointly moved for approval of an FLSA collective-action settlement and dismissal with prejudice after conditional certification, notice to potential collective members, opt-ins, mediation, and representative discovery.
STANDARD OF REVIEW	The court independently scrutinized the proposed FLSA settlement to determine whether it was a fair and reasonable resolution of a bona fide dispute, including reviewing the reasonableness of attorney fees and costs.
PRECEDENTIAL VALUE	unpublished district court order

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QUESTIONS PRESENTED

1. Whether the proposed FLSA collective-action settlement was a fair and reasonable resolution of a bona fide dispute.
2. Whether the attorney fees and costs included in the settlement were reasonable and separately negotiated so that they did not taint the plaintiffs' recovery.
3. Whether the action should be dismissed with prejudice after approval of the settlement.

HOLDINGS

1. The settlement was a fair and reasonable compromise of bona fide disputed FLSA claims and was therefore approved.
2. The attorney fees and costs were reasonable, were not the product of collusion, and were negotiated separately from the plaintiffs' underlying settlement.
3. The action was dismissed with prejudice after the settlement was approved.

KEY QUOTATIONS

“Before approving an FLSA settlement, the court must scrutinize it to determine if it is “a fair and reasonable resolution of a bona fide dispute.””

“FLSA requires judicial review of the reasonableness of counsel’s legal fees to assure both that counsel is compensated adequately and that no conflict of interest taints the amount the wronged employee recovers under a settlement agreement.”

FACTUAL BACKGROUND

Abrams alleged that Mansari failed to pay overtime to movers for work performed before and after paid shifts and for additional weekly duties. The court conditionally certified a collective, notice was sent to 330 current and former employees, and 36 individuals opted in. The parties conducted mediation and representative discovery involving pay, time, email, and job records before agreeing to an \$84,900 settlement, including \$34,000 in attorney fees and \$1,935.23 in costs.

PROCEDURAL HISTORY

Abrams filed an FLSA collective-action amended complaint alleging unpaid overtime. The court conditionally certified an FLSA collective and authorized notice; 36 individuals, including Abrams, filed consent forms. After mediation and informal representative discovery, the parties reached an \$84,900 settlement and jointly moved for approval. Following a hearing, the court approved the settlement and dismissed the action with prejudice.

DISPOSITION

dismissed

CASES CITED

- *Lynn's Food Stores, Inc. v. United States*, 679 F.2d 1350, 1353-55 (11th Cir. 1982)
- *Silva v. Miller*, 307 F. App'x 349, 351 (11th Cir. 2009)
- *Leverso v. South Trust Bank of Ala., Nat. Assoc.*, 18 F.3d 1527, 1531 n.6 (11th Cir. 1994)

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