

BIBIYAN LAW GROUP, P.C.
David D. Bibiyan, Esq. (SBN 287811)
david@tomorrowlaw.com
Jeffrey D. Klein (SBN 297296)
jeff@tomorrowlaw.com
Sara Ehsani-Nia (SBN 326501)
sara@tomorrowlaw.com
8484 Wilshire Blvd, Suite 500
Beverly Hills, California 90211
Tel: (310) 438-5555; Fax: (310) 300-1705

Attorneys for Plaintiffs RENEE J. MONTOYA,
CINDY L. BRAKEBILL, and JACOB R. MONTOYA
on behalf of themselves and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE

RENEE J. MONTOYA, CINDY L.
BRAKEBILL, JACOB R. MONTOYA and
SOLEDAD MARRON, as individuals and on
behalf of all others similarly situated,

Plaintiffs,

v.

REMO, INC., a California corporation; and
DOES 1 through 100, inclusive,

CASE NO.: 20STCV34614

[Related Case No. 20STCV37581]

CLASS ACTION

[Assigned for all purposes to the Hon. Maren Nelson in Dept. 17]

**DECLARATION OF RENEE J.
MONTOYA IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF
SETTLEMENT**

HEARING INFORMATION:

DATE: March 23, 2022
TIME: 9:00 a.m.
DEPT: 17

ACTION FILED: September 11, 2020
TRIAL DATE: None set

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1 7. Before and during the course of litigation, I was actively involved in assisting my
2 attorneys to support the wage and hour claims asserted. My involvement began before the initial
3 complaint was filed wherein, I provided first-hand knowledge and documentation as to
4 Defendant's practices, its ownership and corporate structure, and its wage and hour policies and
5 practices.

6 8. Part of the information I relayed was with regard to Defendant's timekeeping
7 policies and practices as well as their meal and rest period policies and practices.

8 9. I provided them with all the documentation, in my possession, that was provided to
9 me by Defendant's during my employment.

10 10. I assisted in reviewing time and payroll records with my attorneys, and reviewed
11 policies produced by Defendant to determine whether those policies were ever actually distributed
12 to Defendant's employees and whether those policies matched Defendant's practices.

13 11. I also introduced by attorneys to other employees of Defendant so their experiences
14 could be surveyed, as well, and confirm that they were common to mine.

15 12. My attorneys called me to ask me questions several times throughout the
16 litigation and I contacted my attorneys several times to stay updated on the case and offer my
17 assistance on any matters I could be helpful with. I was also available for meditation by
18 telephone, during which I was called to answer the questions posed by the mediator regarding
19 the asserted claims, as well as arguments raised by Defendants. In addition, I worked with my
20 attorneys over the several days following mediation to execute a Memorandum of
21 Understanding and the next several weeks to understand and execute a long form settlement
22 agreement and a revised long form settlement agreement.

23 13. Over the past few months since mediation has been resolved, I have stayed in
24 touch with my attorneys to ensure that there was no undue delay in payment for other class
25 members for whom I brought this Action.

26 14. I believe that, through the present, I have spent approximately thirty-two (32)
27 hours in connection with this matter, which included time spent having preliminary calls with
28 my attorneys; doing an intake with my attorneys; time spent searching for documents relating to

1 my employment; time spent discussing the purported arbitration agreement and how it was
2 presented; time spent reading and understanding the Memorandum of Understanding, the long
3 form settlement agreement, and the revised long form settlement agreement; time spent
4 answering calls to discuss Defendant's timekeeping, pay, and meal and rest period policies, to
5 review time and payroll records; time spent discussing with my attorneys Defendant's policies
6 and practices; time spent looking for other employees for them to speak with; time spent in
7 connection with mediation; and time spent checking in on the status of the case, among other
8 things. I also spent time preparing this declaration to support Plaintiff's Motion for Preliminary
9 Approval of the Class Action and Representative Action Settlement.

10 15. I feel that by bringing this lawsuit, I could stand up for not only my rights but the
11 rights of other employees who suffered from the same unfair wage practices. I believe that
12 current employees might not want to share their experiences with Defendant since they feared
13 losing their jobs. This is certainly understandable as I, too, have to provide for myself and
14 others.

15 16. By bringing this lawsuit, I have put the interests of the class ahead of my own.

16 17. I understood that I could possibly earn a small enhancement if this case resolved
17 favorably. I also knew that I could face retaliation from Defendant and backlash from former
18 coworkers who are loyal to Defendant. I have also had to provide a broader release of claims to
19 Defendant than that provided by my coworkers for whom I brought this suit as part of the
20 settlement. My understanding, in addition, is that if I brought this case individually, I may have
21 earned more compensation individually and on a much quicker timeline than the timeline to
22 resolve this Action.

23 18. My goal in bringing this lawsuit was to obtain a recovery on behalf of other non-
24 exempt employees of Defendant that also were not paid all wages they were owed, even more
25 importantly, to put an end to what I believe are illegal practices on the part of Defendants. I
26 believe I have achieved both through this lawsuit and settlement.

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19. I have no interest in the governance or work of Legal Aid at Work, which the Parties have designated as the *cy pres* recipient, nor do I have a conflict of interest in their work.

20. I have no conflict with any non-exempt, hourly-paid employees that worked for Defendant that would thwart my ability to represent their interests in this Action.

21. I understand and have agreed that the attorneys who prosecuted the Action will be splitting attorneys' fees as follows: 60% to Bibiyan Law Group, P.C., 20% to Mahoney Law Group, APC, and 20% to Work Lawyers PC.

I declare under penalty of perjury under the laws of the state of California that the foregoing is true and correct this 24 Day of February 2022, at Seguin, Texas.

RENEE MONTOYA

RENEE MONTOYA (Feb 24, 2022 21:07 CST)

Renee J. Montoya

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