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7 Attorneys for Plaintiff,
8 SHELIA CROMWELL, AARON SALAZAR,
ANDREW FORREST, and all others similarly situated
9 (Additional attorneys for Plaintiff(s) on following page)

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF SAN BERNARDINO**
12 **(UNLIMITED JURISDICTION)**

14 SHELIA CROMWELL, AARON SALAZAR,
15 and ANDREW FORREST, on behalf of
16 themselves, all others similarly situated, and as
17 “aggrieved employees” on behalf of other
“aggrieved employees” under the Labor Code
Private Attorney General Act of 2004,,
18

19 *Plaintiff(s),*

20 vs.

21 DESERT CREMATION SOCIETY, INC., a
California corporation; ~~WIEFELS & SON, a~~
22 ~~California corporation;~~ WIEFELS & SON II,
INC., a California corporation; ~~WIEFELS FD,~~
23 ~~INC., a California corporation;~~ and DOES 1–50,
24 inclusive,

25 *Defendant(s).*

Case No. CIVSB2116331

**DECLARATION OF AARON
SALAZAR IN SUPPORT OF
PLAINTIFFS’ MOTION FOR
PRELIMINARY APPROVAL OF
CLASS ACTION SETTLEMENT**

Hearing Date: February 13, 2024
Hearing Time: 1:30 p.m.
Hearing Dept.: S17, The Honorable
Joseph T. Ortiz

Action filed: June 04, 2021



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Attorneys for Plaintiff(s),

SHELIA CROMWELL, AARON SALAZAR,

ANDREW FORREST, and all others similarly situated



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1 **DECLARATION OF AARON SALAZAR IN SUPPORT OF PLAINTIFFS' MOTION**
2 **FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT**

3 I, AARON SALAZAR, and state as follows:

4 1. I am a resident of the City of Escondido, in the State of CA and am over 18 years
5 of age. I am the plaintiff in this action and am represented by David Spivak of The Spivak Law
6 Firm and Walter L. Haines of United Employees Law Group in this action. Except as otherwise
7 stated, I have personal knowledge of all matters set forth in this declaration and could and would
8 competently testify thereto if called upon to do so as a witness.

9 2. I understand that, as Class Representative, I have certain duties and responsibilities
10 to the Class Members and believe that I have fairly represented the interests of all Class Members
11 during the entire course of this case.

12 3. My counsel provided me with information regarding class actions, how they work,
13 and what my duties would be as the Class Representative. I agreed to serve as a Class
14 Representative so that I could seek to recover wages and penalties on behalf of myself and other
15 employees like me.

16 4. I understand that the Settlement in this case is subject to this Court's approval to
17 ensure that it is in the best interest of the Class as a whole. I have no conflicts with the Class.

18 5. I understand that my attorneys are submitting an application to this Court for a
19 Class Representative Service Payment to compensate me for my unique contributions to the
20 success of this action as the Class Representative in the amount of \$15,000.00. I believe this
21 amount is fair and reasonable compensation for my efforts in this case and the risks I have taken
22 in pursuing a fair recovery for the Class Members.

23 6. I have provided Defendants with a general release of any and all claims, known or
24 unknown, I may have against Defendants. By agreeing to settle the case in the best interest of the
25 Class Members, I have given up the right to pursue my individual claims for unpaid wages and
26 penalties and to recover substantially more for unpaid wages, interest, waiting time penalties, and
27 pay stub penalties. I did not seek an individual settlement for my claims at all, instead choosing
28 to prosecute this matter on behalf of my coworkers. By pursuing the claims of all Class Members,



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1 I have also rendered my own individual payment uncertain and delayed its payment by several
2 months (at the least).

3 7. As Class Representative, I assumed a fiduciary role to the Class. I agreed to (1)
4 consider the interests of the Class just as I would consider my own interests and, in some cases,
5 to put the interests of the Class before my own interests; (2) actively participate in the lawsuit, as
6 necessary, by among other things, producing documents to Defendants and giving depositions
7 and trial testimony if requested; (3) travel to give such testimony; (4) recognize and accept that
8 any resolution of the lawsuit by dismissal or settlement, is subject to court approval, and must be
9 designed in the best interest of the Class as a whole; (5) follow the progress of the lawsuit and
10 provide all relevant facts to my attorneys; (6) champion many other people with similar claims
11 and injuries because of the importance of the case and the necessity that all Class Members benefit
12 from the lawsuit; and (7) fight for a resolution in which the individual recoveries to each Class
13 Member, including me, maybe relatively small. I agreed to shoulder all of these responsibilities
14 in exchange for a proportionate share of funds made available for distribution to the Class
15 Members. I had no guarantee of a Class Representative Service Payment. I have spent over 206
16 hours of my time in connection with this case to date. Attached as **Exhibit A** to this declaration
17 is a true and correct copy of an activity log I have prepared showing the estimates of time I spent
18 on various work performed in this case. The activities I have performed have included, but have
19 not been limited to: obtaining legal counsel, speaking with my legal counsel on numerous
20 occasions, over the phone, informing them of the terms and conditions of my coworkers'
21 employment, assisting them in gathering information, identifying the claims brought in this case,
22 gathering contact information for my former coworkers, contacting Class Members about the
23 lawsuit to arrange their communications with my attorneys, gathering documents from my
24 employment with Defendants, and being actively involved in the settlement process to ensure a
25 fair result for the Class as a whole. I also participated in the mediation and spent time carefully
26 reviewing the Settlement, and other case related documents on my own and with my counsel to
27 make sure that the Settlement and other work my attorneys performed are in the best interest of
28 the Class Members. Since the Court granted the preliminary approval of the Settlement, I have



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1 regularly contacted my counsel to follow the progress of the case.

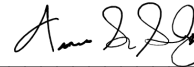
2 8. Further, my counsel have advised me of the possibility that, if the case was lost, I
3 could have been ordered to pay Defendants' costs and even attorneys' fees in this case, which
4 could have been thousands of dollars by the end.

5 9. Because I filed this lawsuit, there is a public record at the Court showing that I
6 brought a class action for unpaid wages against my former employer. The Class Representative
7 Service Payment to me of \$15,000.00 is not equal to the harm to my future career prospects that
8 this case may cause me.

9 10. Based on the time, risk, stigma, loss of benefits and income and great outcome of
10 this case, I believe that the requested Class Representative Service Payment for me is fair and
11 reasonable. As such, I respectfully request that the Court award the requested Class
12 Representative Service Payments of \$15,000.00.

13 I declare under penalty of perjury of the laws of the State of California that the foregoing
14 is true and correct.

15 Executed on Monday, January 22, 2024 in Escondido, CA.

17 

18 AARON SALAZAR,
19 Declarant



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EXHIBIT A

SALAZAR TIME LOG

Approximate Date	Description	Hours
7/10/2020	Calls and/or texts with law firm	0.50
9/4/2020	Calls and/or texts with law firm	0.08
2/2/2021	Calls and/or texts with law firm	0.33
3/3/2021	Calls and/or texts with law firm	0.08
3/3/2021	Calls and/or texts with law firm	0.75
3/3/2021	Calls and/or texts with law firm	1.00
3/9/2021	Calls and/or texts with law firm	0.08
3/10/2021	Calls and/or texts with law firm	0.17
4/21/2021	Calls and/or texts with law firm	0.08
7/2/2021	Reviewing documents: Complaint	2.00
7/23/2021	Calls and/or texts with law firm	0.17
8/2/2021	Reviewing documents: Other docs from law firm	0.50
8/31/2021	Emails to/from law firm	0.42
9/3/2021	Reviewing documents: Other docs from law firm	0.33
9/21/2021	Calls and/or texts with law firm	0.17
9/30/2021	Calls and/or texts with law firm	0.17
9/30/2021	Calls and/or texts with law firm	0.25
10/4/2021	Calls and/or texts with law firm	0.25
10/6/2021	Calls and/or texts with law firm	0.25
10/7/2021	Calls and/or texts with law firm	0.17
10/12/2021	Reviewing documents: Complaint	2.00
10/21/2021	Calls and/or texts with law firm	0.17
11/1/2021	Emails to/from law firm	0.17
11/8/2021	Calls and/or texts with law firm	0.17
11/16/2021	Calls and/or texts with law firm	0.17
11/17/2021	Reviewing documents: Other docs from law firm	0.50
11/24/2021	Calls and/or texts with law firm	0.17
1/27/2022	Calls and/or texts with law firm	0.17
1/28/2022	Calls and/or texts with law firm	0.25
2/7/2022	Reviewing documents: Other docs from law firm	1.00
2/28/2022	Reviewing documents: Other docs from law firm	0.50
3/3/2022	Emails to/from law firm	0.08
3/10/2022	Emails to/from law firm	0.17
3/16/2022	Reviewing documents: Other docs from law firm	0.25
4/5/2022	Emails to/from law firm	0.25
4/14/2022	Reviewing documents: Other docs from law firm	0.67
4/18/2022	Calls and/or texts with law firm	0.17
7/14/2022	Emails to/from law firm	0.33
7/14/2022	Calls and/or texts with law firm	0.25
7/15/2022	Calls and/or texts with law firm	0.33
7/15/2022	Emails to/from law firm	0.17
7/19/2022	Calls and/or texts with law firm	1.00
8/5/2022	Calls and/or texts with law firm	0.25
8/9/2022	Calls and/or texts with law firm	0.08
8/10/2022	Calls and/or texts with law firm	0.17
8/31/2022	Emails to/from law firm	0.17
9/19/2022	Reviewing documents: Other docs from law firm	0.42
9/19/2022	Reviewing documents: Other docs from law firm	3.50

SALAZAR TIME LOG

Approximate Date	Description	Hours
11/3/2022	Reviewing documents: Other docs from law firm	0.58
11/9/2022	Reviewing documents: Other docs from law firm	0.67
1/6/2023	Calls and/or texts with law firm	0.08
1/9/2023	Calls and/or texts with law firm	0.17
1/9/2023	Emails to/from law firm	0.17
1/20/2023	Emails to/from law firm	0.08
1/31/2023	Reviewing documents: Other docs from law firm	2.50
3/23/2023	Calls and/or texts with law firm	0.17
3/23/2023	Calls and/or texts with law firm	0.25
3/23/2023	Calls and/or texts with law firm	0.25
3/27/2023	Reviewing documents: Other docs from law firm	0.42
4/13/2023	Calls and/or texts with law firm	0.17
4/21/2023	Calls and/or texts with law firm	0.17
5/1/2023	Calls and/or texts with law firm	0.17
5/31/2023	Calls and/or texts with law firm	0.17
6/1/2023	Gathering information and/or documents	0.17
6/1/2023	Gathering information and/or documents	0.17
6/1/2023	Calls and/or texts with law firm	0.50
6/1/2023	Gathering information and/or documents	0.33
6/1/2023	Calls and/or texts with law firm	0.17
6/5/2023	Calls and/or texts with law firm	0.08
6/15/2023	Calls and/or texts with law firm	0.42
6/19/2023	Calls and/or texts with law firm	0.17
6/20/2023	Emails to/from law firm	0.25
6/20/2023	Emails to/from law firm	0.17
6/20/2023	Reviewing documents: Other docs from law firm	0.33
6/21/2023	Calls and/or texts with law firm	0.17
6/21/2023	Emails to/from law firm	0.08
6/22/2023	Calls and/or texts with law firm	1.00
6/22/2023	Emails to/from law firm	0.17
6/23/2023	Calls and/or texts with law firm	0.25
6/23/2023	Calls and/or texts with law firm	0.17
6/26/2023	Calls and/or texts with law firm	0.33
6/27/2023	Reviewing documents: Other docs from law firm	3.00
6/28/2023	Reviewing documents: Other docs from law firm	0.33
6/28/2023	Emails to/from law firm	0.08
6/29/2023	Mediation: participation time	4.00
7/5/2023	Calls and/or texts with law firm	0.17
7/7/2023	Calls and/or texts with law firm	0.17
7/10/2023	Calls and/or texts with law firm	0.17
7/11/2023	Calls and/or texts with law firm	0.17
7/13/2023	Calls and/or texts with law firm	0.17
7/13/2023	Reviewing documents: Settlement Agreement	0.17
7/18/2023	Reviewing documents: Settlement Agreement	0.50
7/18/2023	Emails to/from law firm	0.17
8/7/2023	Reviewing documents: Other docs from law firm	0.58
9/8/2023	Calls and/or texts with law firm	0.17
9/12/2023	Calls and/or texts with law firm	0.08

SALAZAR TIME LOG

Approximate Date	Description	Hours
10/12/2023	Emails to/from law firm	0.33
10/12/2023	Calls and/or texts with law firm	0.33
10/16/2023	Calls and/or texts with law firm	0.58
10/17/2023	Reviewing documents: Other docs from law firm	2.00
12/7/2023	Reviewing documents: Other docs from law firm	0.50
12/13/2023	Calls and/or texts with law firm	0.58
Approximately 7/9/2020 to 12/18/2023	Gathering information and/or documents	80.00
Approximately 7/9/2020 to 12/18/2023	Contacting witness(es)	80.00
	TOTAL:	206.48