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Attorneys for Plaintiffs SUSANA ACOSTA
and HAROLD FOX, individually and on behalf
of all other aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

HAROLD FOX, individually and on behalf of
all other aggrieved employees,

Plaintiff,

vs.

EXPRESS MESSENGER SYSTEMS, INC.
dba ONTRAC, a Delaware Corporation; and
DOES 1-50, inclusive,

Defendants.

Case No. CIV-DS-1932323

Reservation #

**DECLARATION OF PLAINTIFF HAROLD
FOX IN SUPPORT OF PLAINTIFF'S
MOTION FOR APPROVAL OF PAGA
REPRESENTATIVE ACTION
SETTLEMENT**

Date: January 9, 2023
Time: 10:00 AM
Dept. S-26

Judge: Hon. Gilbert Ochoa

DECLARATION OF HAROLD FOX

I, Harold Fox, declare as follows:

1. I am the named Plaintiff in this action, and commenced this action against my former employer. I have personal knowledge of all the facts in this declaration and, if asked, I would testify to these facts under oath in court.

2. I worked as a non-exempt employee for Defendant Express Messenger Systems, Inc. ("Defendant" or "Express Messenger Systems") at its Sun Valley location from approximately September 2020 through March 2021. Throughout the entirety of my employment, Express Messenger Systems paid me on an hourly basis. At all times, I worked in the warehouse, performing functions as a package sorter and a package handler.

3. I decided to file this lawsuit because I had a number of grievances against Defendant stemming from their labor policies. These grievances are set forth in detail in the operative Complaint and my letter to California Labor and Workforce Development Agency ("LWDA").

4. Prior to filing the action, my attorneys and their staff and I had multiple conferences about the factual bases for the claims that I wanted to pursue against Defendant. During those conferences, my attorneys provided me with an overview of how those claims would be litigated and generally educated me about the nature of complex/representative litigation and my role as the representative Plaintiff. After meeting with my attorneys about these issues, I decided to proceed with a lawsuit against my former employer.

5. I am not disclosing the specifics of my communications with my attorneys to avoid waiving any attorney-client privilege, but I understand that I filed an action on behalf of the state of California to obtain penalties for Defendant's violations and to obtain a certain portion of the penalties for those employees impacted by the violations. I understand that at some point I signed an arbitration agreement which precluded me from bringing a class or individual action in Court so we moved forward with the action on behalf of the state.

6. My attorneys provided me with a draft of the Complaint for my review and approval. I closely reviewed the Complaints to ensure accuracy and completeness, and discussed the contents with my attorneys.

1 7. Following the filing of the Complaint initially, I collaborated with my attorneys on the
2 prosecution of my claims, and I regularly contacted my attorneys to stay current on the status of the
3 litigation, and to discuss my attorneys' progress in prosecuting the claims.

4 8. I have worked to the best of my ability to prosecute this action on behalf of the LWDA,
5 always considering the interests of the LWDA just as I would consider my own interests. I believe these
6 types of actions are an important tool to assure compliance with the Labor Code.

7 9. When I agreed to represent the State (LWDA), I understood it was my duty to be readily
8 available and to participate actively in the case. I knew that I needed to keep aware of the status and
9 progress of the lawsuit and assist my attorneys in litigating the case on behalf of the State and the
10 Aggrieved Group. I knew that I would be required to review documents, search for documents and
11 produce them to my attorneys, answer written questions, potentially answer oral questions and testify
12 truthfully under oath, and be available to appear in court, if necessary. At all times, I worked to fulfill
13 these duties.

14 10. I also understood the risks I could face due to my involvement as a named plaintiff. I
15 understood that I could be held responsible for the payment of Defendant's court-awarded litigation costs
16 and potentially attorneys' fees if I did not prevail in litigation. Therefore, I realized that I was taking a
17 significant amount of risk in filing the representative action.

18 11. I also knew my name could easily be located on a search of court records and that any
19 prospective employer may find out that I had sued my former employer. I understand that my
20 participating in this lawsuit could inhibit my ability to seek gainful employment in the future.

21 12. Even though I knew I was taking risks, I knew I had to do what I believed was right and
22 pursue claims on behalf of other employees to vindicate their rights and attempt to recover penalties for
23 Defendant's violations.

24 13. I spent a substantial amount of time and effort pursuing my claims and the claims of the
25 other similarly situated employees from the time I retained my attorneys to this date. I have kept aware
26 of the status of the lawsuit and provided my attorneys with documents and information used by them in
27 the litigation.

28 14. During the litigation I spent considerable time on telephone calls discussing the facts of

1 my case with the attorneys and staff of James Hawkins APLC. I spent hours discussing the facts related
2 to my employment with Defendants, including discussing my job duties and responsibilities as a non-
3 exempt employee, my experiences, my observations, Defendant's policies and practices, the hours and
4 days I worked, and how I and the other employees were compensated. I have also worked to assist my
5 attorneys in moving the case forward. I constantly remained available in order to assist with any
6 questions that arose throughout the litigation process.

7 15. I also spent hours looking at all documents related to my employment with Defendant and
8 sending them to my attorneys, which included wage statements, personnel documents, emails, text
9 messages, and separation paperwork.

10 16. I also assisted my attorneys in preparing for mediation and in ultimately achieving the
11 Settlement Agreement which we ask the Court to approve now.

12 17. My attorneys provided me with a copy of the proposed Settlement Agreement which I
13 reviewed carefully before signing it. I have discussed the terms and any questions I had with my counsel.
14 As a term of the settlement, I have agreed to give a broad release of all claims that I had or might have
15 against Defendant arising from my employment. No other Aggrieved Employee, except the other
16 representatives, will be required to give such a release. I understand this is sometimes asked of a
17 Representative.

18 18. I accepted the settlement only after I had spent time evaluating the proposed outcome to
19 assure that it was fair. Based on my attorneys' evaluation and recommendation, and my own review, I
20 believe the settlement is fair and reasonable in light of PAGA's policies and purposes.

21 19. In summary, over the course of this litigation I have spent a significant amount of time
22 conferring and working with my attorneys on the prosecution of my claims and evaluating the settlement
23 and related documents. I estimate that I have spent approximately 15 hours assisting my attorneys in the
24 prosecution of this lawsuit.

25 20. Throughout this case, I have not sought individual benefits from the lawsuit.

26 21. I believe that I have fulfilled my responsibilities and I will continue to fulfill those
27 responsibilities to the best of my ability until the conclusion of the case.

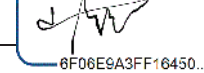
28 22. I am requesting the Court approve a \$7,000 Enhancement Award. I believe this amount

1 is reasonable for my services on behalf of the LWDA, the risks I assumed, and for the general release
2 which I am required to provide Defendant as a condition of the settlement. The general release has
3 independent value and I believe it makes up a major fraction of the value of the Enhancement Award.
4 The general release requires me to waive all claims that I may have arising out of my employment, which
5 is considerably broader than the claims released by the Aggrieved Employees and the State under the
6 settlement. The time and service I provided to the State and the Group resulted in the parties agreeing to
7 settle the case and a positive outcome.

8 23. As I have been since July 2022, I am committed to this case and intend to continue to
9 participate as needed until the conclusion of this matter.

10 I declare under penalty of perjury under the laws of the State of California that the foregoing is
11 true and correct. Executed on December 12, 2022 in Burbank California.

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13 DocuSigned by:

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Harold Fox