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Attorneys for Plaintiff,
HEA YON SUZZIE DORN, on behalf of herself and all other similarly situated employees

SUPERIOR COURT OF CALIFORNIA

COUNTY OF MONTEREY

HEA YON SUZZIE DORN, on behalf of
herself and all similarly aggrieved
employees,

Plaintiff,

v.

CENTRAL COAST FEDERAL CREDIT
UNION; and DOES 1 through 50, inclusive,

Defendants.

Case No. 22CV000335

(Assigned to the Honorable Thomas W. Wills,
Dept. 15)

**DECLARATION OF B. JAMES
FITZPATRICK IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: March 8, 2024

Time: 8:30 a.m.

Dept.: 15

Complaint Filed: February 3, 2022

Trial Date: Not Set

1 I, B. James Fitzpatrick, declare as follows:

2 1. I am an attorney duly licensed to practice before all courts in the State of
3 California, and I am a partner in law firm of Fitzpatrick & Swanston, counsel of record for
4 Plaintiff Hea Yon Suzzie Dorn ("Plaintiff").

5 2. I am familiar with all aspects of this case and all tasks undertaken by the various
6 members of this firm in litigating this case. I have spent significant time researching and
7 pursuing the claims that have been alleged in this action.

8 3. Class Counsel's application for an award of attorneys' fees in the amount of
9 \$100,000.00 and reimbursement of litigation costs in the amount of \$7,287.95 is reasonable
10 and fair. These amounts are well within what is reasonable and customary in both wage and
11 hour settlements and class action settlements in general and is based on the skill displayed by
12 Class Counsel, the effort and resources invested in this case by Class Counsel, the factual and
13 legal complexities of this case, the importance of the interests which are the subject of this
14 litigation, the risks undertaken by Class Counsel, and the degree of success achieved by Class
15 Counsel.

16 4. Without reiterating the Parties' showing that the Settlement Agreement and the
17 negotiation process that led up to it was fair and adequate, as set forth in detail in the Motion
18 for Preliminary Approval of Class Action Settlement, this Settlement Agreement was the
19 product of negotiation between highly able and experienced attorneys on both sides who
20 possessed the relevant data and extensive legal research which they had carefully analyzed.

21 5. Based on Class Counsel's independent investigations and evaluations, I am of
22 the opinion that settlement is fair, reasonable, and adequate and is in the best interest of the
23 Class and Defendant in light of all known facts and circumstances and the expenses and risks
24 inherent in litigation.

25 6. I am familiar with most aspects of this case and tasks undertaken by the various
26 members of this firm in litigating this case. I have been assisted by attorney Laura L. Franklin
27 and several paralegals in my office. As a result of my firm's diligence in pursuing the factual
28 and legal issues presented by this case, we were able to realistically assess the Class Members'

1 claims, evaluate their damages, and Defendant's exposure. All work performed by our office
2 is done on a contingency basis. Our firm has received no compensation for our time invested
3 or expenses incurred in litigating this case. We have prosecuted this litigation up to this point,
4 taking the risk that we ultimately would be faced with not receiving any compensation for our
5 work. Since the start of this case, counsel conducted extensive factual investigation before
6 reaching a settlement. My office will have invested 128.5 hours on this case, which includes
7 anticipated future time attending the hearing, responding to inquiries from the employees,
8 preparing reports to the court, and any other issues that may arise during the settlement payout
9 period. Attached hereto as **Exhibit A** is a detailed summary of tasks and hours spent by this
10 firm in litigating this case.

11 7. The hourly rate for attorneys in this firm is \$800.00 and the hourly rate for
12 paralegals is \$185.00. Since at least 2020, I have been approved at hourly rates of \$750.00
13 and \$800.00 per hour by various Courts, in several matters, including, in the matters entitled:
14 *Jose Antonio Ortiz Arrellano v. Rocha Brothers Farms, LLC*, Santa Cruz County Superior
15 Court, Case No. 21CV01286; *Sione Fuapau v. LHOIST North America of Arizona, Inc.*,
16 United States District Court, Northern District of California, Case No. 20-CV-04404-VKD;
17 *Sandra Lopez v. Motel 6 Operating, L.P.*, Ventura County Superior Court Case No. 56-2020-
18 00542312-CU-OE-VTA; *Christina Mendoza v. Planned Parenthood Mar Monte, Inc.*, Santa
19 Clara Superior Court, Case No. 18CV329544; *Javier Mendoza v. National Vision, Inc.*, United
20 States District Court, Northern District of California, Case No. 19-CV-01485-SVK; *Valarie*
21 *Murray v. Granite Wellness Centers*, Nevada County Superior Court, Case No. CU20-084680;
22 and *Nicolas Serafica v. HGST, Inc.*, Santa Clara County Superior Court Case No.
23 21CV386574.

24 8. In this motion, I request a reduced attorney hourly rate of \$595.00. Accordingly,
25 the total lodestar for my hours will be approximately \$68,425.00 based on an hourly rate of
26 \$595.00 per hour [\$595.00 x 115 attorney hours].

27 9. Having represented both employees and employers during my practice, I am
28 familiar with the contingent fee market throughout Northern California, where I primarily

1 practice law, and in other areas of the state in which my firm regularly litigates. Considering
2 our experience and my knowledge of the market, I believe that the hourly rates charged by my
3 firm, and previously approved by this Court, are fair and reasonable and less than those
4 charged by my colleagues in other areas of California and the national market for prosecuting
5 class actions.

6 10. Counsel risked not only a great deal of time, but also significant expense to
7 ensure the successful litigation of this action on behalf of all employees. In addition to the
8 supporting documentation and legal authority presented in Plaintiff's moving papers,
9 Plaintiff's counsel submits that the attorneys' fees proposed are not just fair and reasonable;
10 they are necessary in order to incentivize attorneys to take on the risk of time and expense
11 associated with Class actions. Indeed, many times counsel expend enormous amounts of work
12 and out of pocket costs in the interest of aggrieved employees and/or the State of California,
13 only to end up without any recovery whatsoever. For example, Plaintiff's counsel expended
14 significant time and expenses in a wage/hour class and PAGA action, only to have the District
15 Court grant summary judgment in its entirety against plaintiff. See *Guynn-Neupane*, 2021 WL
16 4481661 (N.D. Cal. Sep. 30, 2021). There are actual risks that Plaintiff requests this Court
17 take into account when considering the requested attorneys' fees, including any multiplier to
18 be accounted into Plaintiff's lodestar.

19 11. To date, my firm has incurred \$6,692.85 in litigation costs. The costs are all
20 litigation-related costs. All costs were reasonable and necessary to the effective prosecution of
21 this matter. Class Counsel advanced costs without guarantee that any of the advanced costs
22 would be recovered. *Berkeley Cement, Inc. v. Regents of the University of California*, (2019)
23 30 Cal. App. 5th 1133, explains that mediation-related expenses are recoverable under the
24 circumstances of this case. Attached hereto as **Exhibit B** is a copy of the litigation costs my
25 firm has incurred in connection with the prosecution of this lawsuit.

26 12. **Qualifications:** I received my bachelor's degree from the University of
27 California, Santa Barbara and my Juris Doctor degree from the University of Santa Clara
28 School of Law. I have practiced law since 1987. The primary emphasis of my practice is

1 employment litigation. I have represented both employers and employees. Over 15 years ago,
2 my office commenced handling plaintiff class action wage and hour cases. Since then, my
3 office has handled hundreds of wage and hour cases to conclusion and has been class counsel
4 and/or co-counsel in over 100 class actions. My firm currently has wage and hour cases in
5 Alameda County Superior Court, Monterey County Superior Court, Nevada County Superior
6 Court, Santa Clara Superior Court, San Benito Superior Court, San Bernardino County
7 Superior Court, San Joaquin County Superior Court Santa Cruz Superior Court, Ventura
8 County Superior Court, and the United States District Courts for the Eastern and Northern
9 District of California.

10 13. I do not have a conflict of interest with Plaintiff or the Class Members. My co-
11 counsel and I will adequately represent the Class Members in this action. Plaintiff's Counsel
12 have and will zealously represent Plaintiff and the Class and pursue this lawsuit to its
13 conclusion.

14 14. Neither counsel nor their respective firms have any relationship with the
15 proposed *cy pres* recipient that would create an actual or potential conflict of interest.
16 Plaintiff's counsel and defense counsel further agree that the Watsonville Law Center, satisfies
17 the legislative intent set out in Code of Civil Procedure § 384(a), in that the organization helps
18 further the purposes of the underlying action and promote justice for all Californians.

19 I declare under penalty of perjury under the laws of the State of California that the
20 foregoing is true and correct and if called as a witness I could and would competently testify to
21 each of the matters stated herein, and I state that these matters are based upon my own
22 personal knowledge acquired through first-hand observation, except where stated otherwise.
23 This declaration was executed by me on February 9, 2024, in Salinas, California.

24
25 
26 B. James Fitzpatrick
27
28

EXHIBIT A

TASKS AND HOURS

The tasks referenced below involved work by attorneys and paralegals. The amount of time spent by each is detailed below.

I. INVESTIGATION

Task

- Meetings with client regarding her employment and alleged violations;
- Review of documents provided by client;
- Prepare and serve request for personnel file;
- Prepare and serve LWDA notice;
- Review personnel file;
- Numerous intra-office meetings regarding planning, results and details of investigations;
- Court research for other lawsuits against defendant;
- Research regarding the entities to be named in the Superior Court complaint;
- Legal research regarding IWC Wage Orders; and
- Legal research regarding claims;

Attorney Hours: 20

Paralegal Hours: 3

II. PLEADINGS

Task

- Prepare and file Complaint, Civil Cover Sheet, Summons;
- Prepare and file Proof of Service of Summons;
- Receive and review Answer;

Attorney Hours: 6

Paralegal Hours: 0.7

III. CASE MANAGEMENT CONFERENCES

Task

- Prepare, file and serve CMC statement; prepare for and attend 6/14/22 CMC;
- Prepare, file and serve CMC statement; prepare for and attend 4/11/23 CMC;
- Prepare, file and serve CMC statement; prepare for and attend 6/30/23 CMC;

Attorney Hours: 2

Paralegal Hours: 0.3

IV. DISCOVERY

Task

- Numerous intra-office meetings/conferences;
- Serve interrogatories and request for production of documents;
- Receive and review mediation data;

Attorney Hours: 35

Paralegal Hours: 2

V. MEDIATION

Task

- Multiple follow up meetings with client to prepare for mediation;
- Multiple communications with defense counsel regarding mediation;
- Legal research;

- Analysis and revision of damage models calculating damages, interest and penalties;
- Follow up intra-office meetings/conferences regarding claims, damages, and settlement;
- Review and revise mediation brief;
- Prepare for and attend mediation session
- Review and revise MOU
- Meeting with client regarding MOU

Attorney Hours: 30

Paralegal Hours: 3.5

VI. MATTERS RELATING TO MOTION FOR PRELIMINARY APPROVAL

Task

- Multiple meetings/conferences with defense counsel regarding the stipulation for settlement; notice materials and motion for preliminary approval;
- Numerous intra-office meetings/conferences regarding the stipulation for settlement, notice materials and motion for preliminary approval;
- Review and revise settlement stipulation;
- Meet with Plaintiff to review the settlement stipulation;
- Review and revise drafts of the notice materials;
- Review and revise drafts of the motion for preliminary approval;
- Prepare for and attend hearing;
- Receive and review Order;
- Review and approve the Notice Materials from the Claims Administrator;

Attorney Hours: 12

Paralegal Hours: 2.5

VII. MATTERS RELATING TO MOTION FOR FINAL APPROVAL

Task

- Review and revise drafts of motion for final approval;
- Preparation for and attendance at hearing; and
- Anticipated multiple communications regarding the status of the final approval hearing and distribution of payment.

Attorney Hours: 10

Paralegal Hours: 1.5

Total Attorney Hours: 115

Total Paralegal Hours: 13.5

Total Attorney and Paralegal Hours: 128.5

EXHIBIT B

Cost/Expense Detail

Date	Code	Check #	Type	Units	Amount	Description	Date Billed	Amount Billed
D0037 Dorn, Suzzie								
600 Dorn v. Central Coast Fed Credit Union								
12/15/21	102		Cost		75.00	Odyssey Efile - LWDA	7/31/23	75.00
1/14/22	02	60238	Exp.		9.99	General Logistics Systems US, Inc. Delivery Service on 12/21/21	7/31/23	9.99
2/3/22	102		Cost		1,478.06	Odyssey Efile - Complaint Sayler Legal Service, Inc.	7/31/23	1,478.06
3/10/22	01	60270	Exp.		151.20	Court Messenger Service - Central Coast Federal Credit Union at 4242 Gigling Rd, Seaside, CA 93955	7/31/23	151.20
3/11/22	102		Cost		3.60	Odyssey Efile	7/31/23	3.60
11/9/22	15	1118	Exp.		4,975.00	JAMS, Inc. Mediation Fee	7/31/23	4,975.00
Matter Total					6,692.85			6,692.85
Client Total					6,692.85			6,692.85
Report Total:								
Total					6,692.85			6,692.85

Types: Unbilled Costs, Unbilled Expenses, Billed Costs, Billed Expenses

Selection criteria: Client: D0037 Matter: 600

Sorted by: Client Number / Matter Number