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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF YOLO

Coordination Proceeding
Special Title (Rule 3.550)

HUMANO WAGE AND HOUR CASES

Included actions:

Hines v. Humano LLC

Emmens v. Humano LLC

Thurman v. Humano LLC

JUDICIAL COUNCIL COORDINATION
PROCEEDING
No. 5240

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SACRAMENTO
No. 34-2022-00313411

SUPERIOR COURT OF CALIFORNIA
COUNTY OF YOLO
No. CV2021-2225

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
No. CIVSB2227784

*[Assigned for all purposes to Hon. Daniel M.
Wolk, Dept. 8]*

**DECLARATION OF PAUL K. HAINES
IN SUPPORT OF PLAINTIFFS'
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

Date: December 20, 2024
Time: 10:30 a.m.
Dept.: 8

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Attorneys for Plaintiff Doris J Thurman

1 I, PAUL K. HAINES, declare as follows:

2 1. I am a shareholder and principal of Haines Law Group, APC, and co-counsel for
3 the named Plaintiffs Michael Emmens, Jermaine Hines, and Doris J. Thurman (“Plaintiffs”) and
4 the proposed Settlement Class in the above-captioned matter. I am a member in good standing
5 of the bar of the State of California and am admitted to practice in this Court. I have personal
6 knowledge of the facts stated in this declaration and could testify competently to them if called
7 upon to do so.

8 2. I am a 2006 graduate of Pepperdine University School of Law, where I graduated
9 cum laude. During law school, I worked as a law clerk for the appellate firm of Horvitz & Levy,
10 located in Encino, California. I also spent a semester in law school working as an extern for the
11 Honorable Edward Rafeedie, District Judge for the United States District Court for the Central
12 District of California.

13 3. Since graduating from law school, my practice has focused almost exclusively on
14 employment litigation. In September 2007, I began working as an associate attorney at the
15 international law firm of Littler Mendelson P.C., at its Los Angeles office, which according to
16 its website is the “largest U.S.-based law firm exclusively devoted to representing management
17 in every aspect of labor and employment law.” While at Littler Mendelson, I was primarily
18 staffed on wage and hour class actions venued in both state and federal courts, and I also worked
19 on a number of single and multi-plaintiff wage and hour matters as well.

20 4. During my employment at Littler Mendelson, I played a significant role in the
21 class actions that I was staffed on, as I was often the only associate staffed on such cases. In
22 particular, I received a wide-array of wage and hour class action experience performing the
23 following types of tasks: drafting demurrers, motions to strike and/or dismiss; removing actions
24 from state court to federal court; drafting and responding to written discovery; drafting and
25 opposing discovery related motions; arguing discovery related motions; drafting motions to
26 consolidate related matters; interviewing putative class members and obtaining declarations in
27 connection with class certification; drafting oppositions to motions for class certification;
28 drafting motions for decertification following class certification; conducting exposure analyses

1 to assess the strengths and weaknesses of asserted claims, the likelihood of prevailing at class
2 certification and potential damages resulting from such claims; drafting mediation briefs; serving
3 as the primary contact to in-house counsel; deposing named plaintiffs and putative class
4 members; deposing retained expert witnesses; and defending the depositions of corporate
5 witnesses. In short, I played an integral role in all aspects of litigation from the inception of a
6 matter through and beyond class certification. I also supervised the work of several junior
7 attorneys who were staffed on the same wage and hour class actions.

8 5. In June 2011, I voluntarily resigned from Littler Mendelson in order to accept an
9 associate attorney position with the international law firm of Morgan, Lewis & Bockius LLP, at
10 its Los Angeles office, where I began working in July 2011. During my employment at Morgan,
11 Lewis & Bockius LLP, I worked exclusively on the defense of wage and hour class and collective
12 actions. For the vast majority of these cases, I was the only associate staffed on the matter, and I
13 performed the same job duties as described in the immediately preceding paragraph. In addition
14 to working on wage and hour class actions, I also worked on a number of “hybrid” actions
15 asserting nationwide wage and hour claims under the Fair Labor Standards Act (“FLSA”), as
16 well as California-specific claims under Rule 23 of the Rules of Civil Procedure.

17 6. In July 2012, I transitioned into litigating wage and hour class actions from the
18 Plaintiff’s side, first as a Partner with the law firm of Boren, Osher & Luftman, LLP, and since
19 February 2016, as a Shareholder of the Haines Law Group, APC. Currently, over ninety percent
20 (90%) of my practice is dedicated exclusively to the prosecution of wage and hour class actions,
21 and I am currently responsible for prosecuting over fifty (50) wage and hour class actions filed
22 in both State and Federal courts throughout California. I have been appointed as Class Counsel
23 in over one hundred (100) wage and hour class action settlements in state and federal courts
24 within California. A few examples of the matters in which I have been appointed as Class
25 Counsel, all of which have been granted final approval, include the following: *Sanchez v. Res-*
26 *Care, Inc.*, Case No. BC526175, California Superior Court, County of Los Angeles, Hon. John
27 Shepard Wiley, Jr., presiding; *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170
28 JFW (Ex), United States District Court, Central District of California, Hon. John F. Walter

presiding; *Tesla Motors Wage and Hour Litigation*, JCCP 4792, California Superior Court, Santa Clara County, Hon. Peter H. Kirwan presiding; *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District Court, Northern District of California, Hon. Haywood S. Gilliam, Jr. presiding; *Longstreth v. PAQ, Inc., dba Food 4 Less*, Case No. 15CV-0206, California Superior Court, County of San Luis Obispo, Hon. Charles S. Crandall presiding; *Nunez v. CompuCom Systems, Inc.*, Case No. BC618385, California Superior Court, County of Los Angeles, Hon. John Shepard Wiley, Jr. presiding; *Mansilla v. Haeco Americas Line Services, LLC, et al*, Case No. BC615310, Superior Court of California, County of Los Angeles, Hon. Elihu M. Berle presiding; *Leverage, et al v. Traeger Pellet Grills, LLC, et al*, Case No. 4:16-cv-00784-KAW, United States District Court, Northern District of California, Hon. Kandis A. Westmore presiding.

7. I have also moved to certify and have received an order certifying a class action and/or conditionally certifying a collective action, in the following cases:

- *Medeiros v. Vortex Financial Management Inc.*, Case No. 30-2013-00644741-CU-OE-CXC, California Superior Court, County of Orange, Honorable Judge Gail A. Andler, presiding (certifying a class of employees who were misclassified as independent contractors);
- *Javine v. San Luis Ambulance Service, Inc.*, Case No. CV13-07480 BRO (SSx), United States District Court, Central District of California, Honorable Judge Beverly Reid O'Connell, presiding (conditionally certifying an unpaid FLSA overtime wage class);
- *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United States District Court, Central District of California, Honorable Judge John F. Walter, presiding (certifying a rest period violation class and conditionally certifying a FLSA unpaid overtime wage class);
- *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District Court, Northern District of California, Honorable Judge Haywood S. Gilliam, Jr., presiding (conditionally certifying an unpaid FLSA overtime wage class);

- 1 • *Vega v. Weatherford U.S., Limited Partnership*, Case No. CV14-1790-JLT,
2 United States District Court, Eastern District of California, Honorable Jennifer L.
3 Thurston, presiding (conditionally certifying an unpaid FLSA overtime wage
4 class);
- 5 • *Galvan v. AMVAC Chemical Corporation*, Case No. 30-2014-00716103-CU-OE-
6 CXC, California Superior Court, County of Orange, Honorable Judge William
7 Claster, presiding (certifying unpaid overtime wage class and waiting time
8 penalty class);
- 9 • *Camacho v. Residential Fire Systems, Inc.*, Case No. 30-2015-775372-CU-OE-
10 CXC, California Superior Court, County of Orange, Honorable Glenda Sanders,
11 presiding (certifying piece rate pay plan classes, expense reimbursement class,
12 wage statement class, and waiting time penalties class);
- 13 • *Ontiveros v. Safelite Fulfillment, Inc., et al*, Case No. CV 15-7118-DMG
14 (RAOx), United States District Court, Central District of California, Honorable
15 Dolly M. Gee presiding (certifying six classes of employees for rest period
16 violations, wage statement violations, meal period violations, and overtime and
17 double-time violations);
- 18 • *Vasquez v. Kraft Heinz Foods Company*, Case No. 16-cv-2749-WQH-BLM,
19 United States District Court, Southern District of California, Honorable William
20 Q. Hayes presiding (certifying classes for automatic meal period deductions,
21 manual time deductions, late meal periods, and derivative wage statement and
22 waiting time penalties);
- 23 • *Caudle, et al. v. Sprint/United Management Company, et al.* Case No. C 17-
24 06874-WHA, United States District Court, Northern District of California,
25 Honorable William H. Alsup presiding (certifying three classes of employees for
26 unlawful wage deduction violations, wage statement violations, and waiting time
27 violations);
28

- 1 • *Barbara J. Bowlin-Burdick v. Life Care Centers of America, Inc.*, Case No.
2 BC657139, Los Angeles County Superior Court, Honorable Maren E. Nelson,
3 presiding (certifying classes for late meal period violations, on-remises rest
4 period violations, wage statement violations, and waiting time violations);
- 5 • *Staublein v. Wells Fargo Bank, National Association*, Case No. CIVDS1712267,
6 San Bernardino County Superior Court, Honorable David Cohn, presiding
7 (certifying a wage statement class);
- 8 • *Danica N. Keich, et al. v. U.S. Healthworks, Inc., et al.*, Case No. 37-2017-
9 00015343-CU-OE-CTL, San Diego County Superior Court, Honorable Eddie C.
10 Sturgeon, presiding (certifying classes for rest period violations, meal period
11 violations, on-call pay violations, wage statement violations, and waiting time
12 violations);
- 13 • *George Gomez v. The Bedrock Company*, Case No. CIVDS1824255, San
14 Bernardino County Superior Court, Honorable David Cohn, presiding (certifying
15 claims for unpaid overtime and minimum wage violations, meal period
16 violations, rest period violations, wage statement violations, and waiting time
17 penalties);
- 18 • *McDonald, et al. v. Sierra Pacific Industries*, Case No. 191133, Shasta County
19 Superior Court, Hon. Tamara L. Wood (certifying eight classes for meal period
20 violations, rest period violations, unpaid wages, unreimbursed business expenses,
21 wage statement violations, and waiting time penalties); and
- 22 • *Aurora Gatica v. Valley Ag, Inc. et al.*, Case No. 19CECG03018, Fresno County
23 Superior Court, Honorable Tyler D. Tharpe, presiding (certifying claims for meal
24 period violations, rest period violations, wage statement violations, and waiting
25 time penalties).

26 8. In 2015, 2016, and 2017, Thomson Reuters recognized me as a Top Young
27 Attorney in Southern California in the annual Rising Stars Edition of Super Lawyer. This is an
28 honor awarded to no more than two-and-a-half percent of attorneys under the age of forty in

1 Southern California each year. In 2018, 2019, 2020, and 2021, Thomson Reuters recognized me
2 as a “Super Lawyer” in the annual Super Lawyer magazine, an honor awarded to no more than
3 five percent of all attorneys in Southern California each year.

4 9. As counsel for Plaintiffs and the proposed Settlement Class, I have been
5 intimately involved in every aspect of this case from its inception through the present, and I
6 believe that the proposed Settlement is an excellent result for the Settlement Class. The details
7 of the work completed in this case by me and the other attorneys in my firm are set forth in the
8 declaration of Sean M. Blakely filed concurrently herewith.

9 10. I do not have any personal or financial interest, relationship, or involvement with
10 the proposed *cy pres* recipient, Legal Aid At Work.

11 I declare under penalty of perjury under the laws of the State of California that the
12 foregoing is true and correct. Executed on November 6, 2024, at El Segundo, California.

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15 Paul K. Haines
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