

Samuel A. Wong (SBN 217104)
Kashif Haque (SBN 218672)
Jessica L. Campbell (SBN 280626)
Fawn F. Bekam (SBN 307312)
AEGIS LAW FIRM, PC
9811 Irvine Center Drive, Suite 100
Irvine, CA 92618
Telephone: 949.379.6250
Facsimile: 949.379.6251
swong@aegislawfirm.com
khaque@aegislawfirm.com
jcampbell@aegislawfirm.com
fbekam@aegislawfirm.com

Carolyn H. Cottrell (SBN 166977)
David C. Leimbach (SBN 265409)
Michelle S. Lim (SBN 315691)
**SCHNEIDER WALLACE
COTTRELL KONECKY LLP**
2000 Powell Street, Suite 1400
Emeryville, California 94608
Telephone: (415) 421-7100
Facsimile: (415) 421-7105
ccottrell@schneiderwallace.com
mlim@schneiderwallace.com

*Attorneys for Plaintiffs, the Putative Collective,
the Putative Class, Aggrieved Employees,
and on behalf of the State of California*

**SUPERIOR COURT OF CALIFORNIA
COUNTY OF ALAMEDA**

ANDREA SALONGA and DANIELA
MELGOZA, individually and on behalf of all
others similarly situated and the State of
California,

Plaintiffs,

v.

AEGIS SENIOR COMMUNITIES, LLC,
d/b/a AEGIS LIVING; and DOES 1 through
100, inclusive,

Defendants.

Case No.: 22CV007450

**DECLARATION OF ANDREA SALONGA IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF
SETTLEMENT**

Date:

Time:

Dept: 514

Judge: Hon. Noël Wise

DECLARATION OF ANDREA SALONGA

I, Andrea Salonga, declare as follows:

1. I am a named plaintiff and a representative of the putative Class in the above-captioned matter (the “Action”) against Defendant Aegis Senior Communities, LLC d/b/a Aegis Living (“Defendant”).

2. I am over the age of eighteen. The following statements are based on my personal knowledge. I submit this Declaration in Support of Plaintiff’s Motion for Preliminary Approval of Settlement (“Motion”). If called upon to testify as to the matters stated herein, I could and would do so competently.

3. I was employed by Defendant from January 2021 to June 2021 as a wellness nurse at Defendant’s Daly City, California facility. I experienced many issues in my employment with Defendant, including but not limited to: Defendant did not include non-discretionary incentive bonuses in my regular rate of pay for sick wages and break premiums; Defendant incorrectly calculated my earned wages; Defendant did not pay me for all time I spent in COVID screenings; Defendant required me to monitor communication devices at all times, including during my breaks or I missed, had late, or shortened meal breaks and Defendant did not pay me a meal period premium; and Defendant required that I use my personal cell phone for business purposes without reimbursement.

4. As a result of these issues, I believed I experienced wage violations and meal and rest break violations. I knew that my co-workers had similar experiences. I wanted to do something about these issues for all of us, so I decided to contact Aegis Law Firm PC (“Aegis”).

5. Schneider Wallace Cottrell Konecky LLP (“SWCK”) and Aegis are representing me in this matter.

6. Prior to filing the case, I had multiple telephone conversations with my attorneys about my work experiences and possible claims.

7. I knew there was no guarantee we would be successful in the case and that there was a significant chance of protracted litigation. I realized that my name would be associated with a class

1 action, and that this information could be visible to others. I also understood that I may spend a
2 significant amount of time in the discovery process.

3 8. Additionally, I realized that my name would be on multiple class and representative
4 actions, and that this information could be visible to others. This is particularly significant for me,
5 because I knew I was placing myself at personal risk. For example, I faced (a) risk to my reputation
6 in my community as a result of stepping forward publicly in a class action; (b) risk to my reputation
7 as it concerns my future employment opportunities; (c) risk that I would be subject to intrusive
8 discovery and time demands in this litigation; and (d) risk that I would have to pay defense costs if I
9 lost this case. These risks are front and center for me because this lawsuit may be visible to future
10 employers.

11 9. Nevertheless, I felt strongly that Defendant had unlawful wage and hour policies. I
12 therefore decided to proceed as a representative plaintiff and file a lawsuit. I understood that I would
13 serve as a named plaintiff, the representative of a proposed class of California workers and the
14 representative employee for claims under the California Labor Code Private Attorneys General Act.

15 10. After learning about the duties and procedures involved with representing the interests
16 of the Class, I decided I wanted to serve as a named plaintiff and class representative, which was no
17 small task. It was a major time commitment and demanded my attention and focus. Although I knew
18 being a class representative was a serious and time-consuming commitment, I felt a sense of duty to
19 represent my co-workers who faced the same difficulties that I did, but were too afraid to challenge
20 Defendant's practices.

21 11. I worked with my attorneys to review facts and answer questions so they could draft
22 the complaint. My attorneys filed my initial Class action Complaint in *Salonga v. Aegis Senior*
23 *Communities, LLC*, Alameda Superior Court, Case No. 21CV003128, on November 24, 2021, which
24 was removed to the Northern District of California on January 26, 2022 in Case No. 3-22-cv-00525-
25 LB. My attorneys filed my PAGA Complaint in *Salonga v. Aegis Senior Communities, LLC*, Alameda
26 Superior Court, Case No. 22CV007450, on February 23, 2022.

1 12. Since that time, I engaged in efforts to pursue the claims in the Action. For example,
2 in advance of the mediation, I assisted my attorneys in preparing for the mediation and was available
3 to answer questions from my attorneys. I remained on-call during the mediation and stayed updated
4 regarding the process. In addition, after we reached the proposed Settlement, I carefully reviewed the
5 terms and discussed it with my attorneys before signing it. The Settlement is a very lengthy document,
6 and I reviewed it closely. Based on my review and my attorneys' evaluation and recommendation, I
7 believe the Settlement is fair and reasonable and the proposed Service Award is fair and reasonable.

8 13. Throughout this action, I have been in constant communication with my attorneys to
9 keep apprised of the status of the litigation and answer questions as needed. I have kept up to date on
10 the status at every phase.

11 14. In sum, I worked with my attorneys to prepare the complaints; provided documents
12 and/or information regarding my experience working for Defendant; stayed up to date on the case,
13 the mediation process and settlement discussions; and otherwise remained in constant contact with
14 my attorneys. Over the course of this litigation, I have contributed at least 50 hours of my own time
15 to the litigation of these claims.

16 15. To make this proposed Settlement a reality, I understand that I agreed to a broader
17 release than other Class Members. But I am willing to agree to this broader release because I know it
18 helped the parties reach a compromise that I believe is a great result for the Class Members I represent.
19 I took my role as Class Representative to heart, and took my duties as Class representative very
20 seriously. Although I was concerned that my participation in this case could result in negative
21 personal or employment consequences, that did not stop me from stepping forward as a representative
22 and named plaintiff to help my fellow Class Members who went through the same struggles I did
23 with Defendant.

24 16. Aside from payment I am eligible to receive as a Class Member and the Service Award
25 of \$10,000.00 for serving as Class Representative (subject to Court approval), I am not receiving any
26 other benefits from this Settlement.

1 I declare under penalty of perjury under the laws of the State of California that the foregoing
2 is true and correct. Executed on 10/7/2023 | 11:42 AM PDT at Daly City, California.

3 DocuSigned by:

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