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**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**IN AND FOR THE COUNTY OF STANISLAUS**

TYEISHA TRAVIS, ALEJANDRA NAVA,  
individuals, on behalf of themselves and on  
behalf of all persons similarly situated,

Plaintiffs,

v.

COMMUNITY HOSPICE, INC., a California  
Corporation; and DOES 1 through 50,  
inclusive

Defendants.

**Case No. CV-23-001773**

**DECLARATION OF TYEISHA TRAVIS  
IN SUPPORT OF MOTION FOR  
PRELIMINARY APPROVAL OF CLASS  
SETTLEMENT**

Hearing Date: January 13, 2026

Hearing Time: 8:30 a.m.

Judge: Hon. John D. Freeland

Dept.: 23

Action Filed: April 04, 2023

Trial Date: None Set

1 I, Tyeisha Travis, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the above-  
3 entitled matter. I submit this declaration in support of the Motion for Preliminary Approval of Class  
4 Settlement and in support of my application for a class representative service payment.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently  
6 testify under oath to these facts in court if requested to do so.

7 3. I worked for the defendant Community Hospice, Inc. ("Community Hospice") in California  
8 from September of 2019 to April of 2022, and during that time period was been classified by  
9 Community Hospice as a non-exempt employee.

10 4. I retained my attorneys who are experienced in both class action and PAGA representative  
11 action litigation and claims against employers for violations of the California Labor Code. I have  
12 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware  
13 of having any actual or potential conflicts of interest with another class member in this case. I am  
14 not aware of any other pending matter or action asserting claims that will be extinguished or  
15 adversely affected by this settlement.

16 5. I decided to file this class action lawsuit and be a plaintiff/class representative because I felt  
17 that my legal rights as an employee and others like me were violated. For example, I was forced to  
18 work off the clock daily, as I often received work related messages on my phone before my shift,  
19 after my shift, during my scheduled lunch break, and during my off days. Additionally, I did not  
20 always receive compliant meal and rest breaks which were often late, short or missed entirely – and  
21 when these violations occurred, I did not receive all break penalty payments I was entitled to.  
22 Further, I was not reimbursed for the use of my personal cellular phone, which I was forced to use  
23 in furtherance of my job duties.

24 6. I spoke to my attorneys several times and discussed how Community Hospice implemented  
25 its company policies and procedures. I also assisted my attorneys in their investigation into my  
26 claims by providing them documents and answering their questions. I reviewed the complaint  
27 before it was filed and was given access to an electronic file sharing program that alerted me via  
28 email when important documents were filed so that I could review them and keep up with the

1 developments in the case which I understood was one of my duties as a class representative. I could  
2 also access court filings from this case on my attorney's law firm website. Also, I was informed  
3 that Community Hospice had the right to take my deposition, and that the preparation and deposition  
4 itself could take multiple days. Although my deposition was not taken, I feel I would have been  
5 adequately prepared and comfortable to give testimony on my experiences.

6 7. Even though this action is in the process of settling, I was and remain prepared to perform  
7 all the duties of a class representative. I understand that as a class representative I have assumed a  
8 fiduciary responsibility to prosecute this class action on behalf of the absent class members. I have  
9 understood that as a fiduciary, I have a duty to prosecute this action for the benefit of the class  
10 members and surrender any right to compromise the group action for an individual gain.

11 8. I understood that being a plaintiff/class representative in this case meant that I was seeking  
12 damages not only for myself but also other current and/or former non-exempt employees working  
13 for Community Hospice in California who make up the class. I felt that these individuals were not  
14 aware of their labor law rights and even if they were they would probably be apprehensive about  
15 speaking up or even simply because of the time, effort and risk involved in filing a class action  
16 lawsuit.

17 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys  
18 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all  
19 or part of the attorney fees and costs paid by Community Hospice to defend this lawsuit. Also, I  
20 knew there was a risk that future employers, if they ever find out about this lawsuit, could hold it  
21 against me or downgrade me as a potential hire. As a named Plaintiff in this case it would not be  
22 difficult for a future employer to become aware that I sued a former employer for labor law  
23 violations. Ultimately, I decided these risks were worth it and decided to fight for my rights and  
24 the rights of others regardless of the risks, time and effort I spent on this case.

25 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up  
26 to date on important developments by reviewing court filings that were made available to me  
27 electronically as I described above.

28 11. A second mediation took place on April 8, 2025, with Hon. Carl J. West, a well-respected

1 and experienced mediator of wage and hour class actions. After the mediation the parties were able  
2 to come to an agreement to settle the action. I communicated with my attorneys regarding the terms  
3 of the settlement which was reached between the parties and understood that I was representing  
4 absent class members and therefore wanted the best possible result to be obtained for the class  
5 members and I believe a very positive result was in fact achieved via settlement. I closely reviewed  
6 and signed the Memorandum of Understanding, and when the final settlement agreement was ready,  
7 I reviewed it closely and signed it.

8 12. I have been actively involved with this lawsuit performing the duties described above.  
9 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court  
10 filings and spent a significant amount of time on the issues presented during the lawsuit and in the  
11 settlement process. I estimate that I spent approximately 30-40 hours working on this case up until  
12 this point. I believe I have been diligent and have done what is expected of a named plaintiff and a  
13 proposed class representative to date, and will continue to do so. I have and always will maintain  
14 the best interest of the class members.

15 13. My attorneys explained to me that the settlement process involves a two-step review by the  
16 Court to determine whether the settlement is fair before approving the settlement. I know this  
17 process also involves notifying all class members of the settlement terms and of their rights to make  
18 a claim for their settlement share, to opt out of the settlement or to object to the settlement.

19 14. I believe I did the right thing by filing this case on behalf of the class members who, subject  
20 to court approval, are in line to receive monetary payments as a result of this case and settlement.  
21 This is money they may never have ever gotten if I did not pursue this action on their behalf. I feel  
22 significant personal satisfaction to know that I played a role in the class members being entitled to  
23 monetary payments as a result of the filing of this lawsuit. I also believe that the requested class  
24 representative service award of \$10,000 from the settlement is fair compensation for the work I  
25 performed and the risks I undertook.

26 15. In light of all the time and effort I have spent on this case, the risk I undertook by suing a  
27 former employer, the exposure to being responsible for paying Community Hospice costs in the  
28 event we did not win the case, the reputational risk that future employers may hold this lawsuit

1 against me, and in light of the size of the settlement, I believe the request for \$10,000 as a class  
2 representative service payment is fair and reasonable.

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

5 Executed on 10/23/2025, at Fresno, CA.  
6 (city, state)

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8 *Tyeisha Travis*

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