

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Norman B. Blumenthal (SBN 068687)

Kyle R. Nordrehaug (SBN 205975)

Aparajit Bhowmik (SBN 248066)

2255 Calle Clara

La Jolla, CA 92037

Telephone: (858) 551-1223

Facsimile: (858) 551-1232

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF SAN FRANCISCO

GELENIA SANCHEZ, ELIANA ALBA,
NICOLE DECUIR, MARY GREEN,
JAMEICA HATCH, and RHYAN E. HODGE,
individuals, on behalf of themselves and on
behalf of all persons similarly situated,

Plaintiffs,

vs.

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

Defendants.

Case No. CGC-23-604614

**DECLARATION OF NICOLE
DECUIR IN SUPPORT OF MOTION
FOR PRELIMINARY APPROVAL OF
CLASS SETTLEMENT**

Hearing Date: June 17, 2026

Hearing Time: 9:30 AM

Judge: Honorable Jeffrey S. Ross

Dept: 613

Date Filed: February 10, 2023

Trial Date: Not set

1 I, Nicole Decuir, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the
3 above-entitled matter. I submit this declaration in support of the Motion for Preliminary
4 Approval of Class Settlement and in support of my application for a Class Representative
5 Service Payment.
6

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

9 3. During the class period I worked as a Home Care Provider for the Defendant
10 Homebridge, Inc. ("Homebridge" or "Defendant") in California from August of 2019 through
11 July of 2023, and during that time period I was classified by Homebridge as a non-exempt
12 employee.
13

14 4. I retained my attorneys who are experienced in both class action and PAGA
15 representative action litigation and claims against employers for violations of the California
16 Labor Code. I have no personal relationship or family ties to my attorneys or any officer of the
17 Court. I am not aware of having any actual or potential conflicts of interest with another class
18 member in this case nor am I aware of having any actual or potential conflicts of interest with
19 Apex Class Action Administration, the settlement administrator. I am not aware of any other
20 pending matter or action asserting claims that will be extinguished or adversely affected by this
21 settlement.
22

23 5. I decided to pursue this class action lawsuit and be a plaintiff/class representative because
24 I felt that my legal rights as an employee and others like me were violated. For example, I
25 received non-discretionary compensation from time to time, such as bonuses, but these payments
26 during certain pay periods when I worked overtime were not factored into my regular rate. I was
27 underpaid as a result. As another example, I often did not receive compliant meal and rest breaks
28

1 which were late, interrupted or missed entirely. I also did not receive all the meal and rest break
2 premiums I was entitled to and when I did receive premium payments they were often an
3 incorrect amount. Additionally, I was required to use my personal cellular phone for company
4 business without reimbursement by Homebridge. I was also required to work off the clock at
5 times, after hours for example, but I was not paid any wages for this time I worked for the
6 company.
7

8 6. I spoke to my attorneys several times and discussed how Homebridge implemented
9 its company policies and procedures. I also assisted my attorneys in their investigation into my
10 claims by providing them documents and answering their questions. I reviewed the amended
11 complaint before it was filed and after it was filed, I was given access to an electronic file
12 sharing program that alerted me via email when important documents were filed so that I could
13 review them and keep up with the developments in the case which I understood was one of my
14 duties as a class representative. I would also contact my attorneys from time to time if I had any
15 questions about the case.
16

17 7. Even though this action is in the process of settling, I was and remain prepared to
18 perform all the duties of a class representative. I understand that as a class representative I have
19 assumed a fiduciary responsibility to prosecute this class action on behalf of the absent class
20 members. I have understood that as a fiduciary, I have a duty to prosecute this action for the
21 benefit of the class members and surrender any right to compromise the group action for an
22 individual gain.
23

24 8. I understood that being a plaintiff/class representative in this case meant that I was
25 seeking damages not only for myself but also other current and/or former non-exempt employees
26 working for Homebridge in California who make up the class. I felt that these individuals were
27 not aware of their labor law rights and even if they were they would probably be apprehensive
28

1 about speaking up or even simply because of the time, effort and risk involved in filing a class
2 action lawsuit.

3 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
4 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
5 or part of the attorney fees and costs paid by Homebridge to defend this lawsuit. Also, I knew
6 there was a risk that future employers, if they ever find out about this lawsuit, could hold it
7 against me or downgrade me as a potential hire. As one of only six named Plaintiffs in this case
8 it would not be difficult for a future employer to become aware that I sued my employer for labor
9 law violations. Ultimately, I decided these risks were worth it and decided to fight for my rights
10 and the rights of others regardless of the risks, time and effort I spent on this case.
11

12 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
13 to date on important developments by reviewing court filings that were made available to me
14 electronically as I described above.
15

16 11. A mediation took place on January 8, 2026, with Hon. Carl J. West (Ret.), a well-
17 respected and experienced mediator of wage and hour class actions. After the mediation the
18 parties were able to reach an agreement to settle the action. I communicated with my attorneys
19 regarding the terms of the settlement which was reached between the parties and understood that
20 I was representing absent class members and therefore wanted the best possible result to be
21 obtained for the class members and I believe a very positive result was in fact achieved via
22 settlement. I reviewed and signed the Memorandum of Understanding on February 3, 2026 and
23 when the final settlement papers were ready, I closely reviewed the Settlement Agreement which
24 I signed on May 14, 2026.
25

26 12. I have been actively involved with this lawsuit performing the duties described above.
27 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
28

1 filings, and spent a significant amount of time on the issues presented during the lawsuit and in
2 the settlement process. I estimate that I spent approximately 25-35 hours working on this case
3 up until this point. I believe I have been diligent and have done what is expected of a named
4 plaintiff and a proposed class representative to date and will continue to do so. I have and always
5 will maintain the best interests of the class members.
6

7 13. My attorneys explained to me that the settlement process involves a two-step review by
8 the Court to determine whether the settlement is fair before approving the settlement. I know
9 this process also involves notifying all class members of the settlement terms and of their rights
10 to make a claim for their settlement share, to opt out of the settlement or to object to the
11 settlement.
12

13 14. I believe I did the right thing by filing this case on behalf of the class members who,
14 subject to court approval, are in line to receive monetary payments as a result of this case and
15 settlement. This is money they may never have ever gotten if I did not pursue this action on their
16 behalf. I feel significant personal satisfaction to know that I played a role in the class members
17 being entitled to monetary payments as a result of the filing of this lawsuit. I also believe that
18 the requested Class Representative Service Payment of \$15,000 from the settlement is fair
19 compensation for the work I performed and the risks I undertook.
20

21 15. As part of the settlement, it was necessary for me to sign a general release of all claims
22 I may have against Homebridge. I believe the Class Representative Service Payment I have
23 requested provides me with some compensation for this agreed release.

24 16. In light of all the time and effort I have spent on this case, the risk I undertook by suing
25 my employer, the exposure to being responsible for paying Defendant's costs in the event we did
26 not win the case, the reputational risk that future employers may hold this lawsuit against me, the
27

1 general release and in light of the size of the settlement, I believe the request for \$15,000 as a
2 Class Representative service payment is fair and reasonable.

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

6 Executed on 05/15/2026, at San Francisco ca
7 (city, state)

8 
9 Nicole Decuir (May 15, 2026 13:40:44 PDT)
Nicole Decuir