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Attorneys for Plaintiff LUTOVIO J. IULIANO, on behalf of the general public as private attorney general

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

LUTOVIO J. IULIANO, on behalf of the
general public as private attorney general,

Plaintiff,
vs.

WORLDWIDE FLIGHT SERVICES,
INC., a Delaware Corporation; WFS
EXPRESS, INC., a Delaware Corporation
and DOES 1-50, inclusive,

Defendant.

Case No. 34-2023-00337627
[Hon. Lauri A. Damrell, Dept. 28]

**DECLARATION OF PLAINTIFF
LUTOVIO J. IULIANO IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT
AGREEMENT**

ROBERT WINIECKI, an individual, on
behalf of himself and all others similarly
situated,

Plaintiff,
v.

WFS EXPRESS, INC., a Delaware
corporation;
and DOES 1 TO 50,

Case No. 24CV003061; filed in Sacramento
County on February 20, 2024

Removed to United States District Court
Eastern District of California, Case No. 2:24-
cv-00933-DAD-CKD

1 Defendant.

2
3 TERRY SNIPES, an individual, on behalf
4 of himself and all others similarly situated,

5 Plaintiff,

6 v.

7 WORLDWIDE FLIGHT SERVICES,
8 INC.,
9 a Delaware Corporation; WFS EXPRESS,
10 INC., a Delaware Corporation and DOES 1-
11 50, Inclusive,

12 Defendant.

Case No. CGC-25-622515; filed in San
Francisco County on February 18, 2025

removed to the United States District Court
of California; Case No. 25-cv-03412-MMC

DECLARATION OF LUTOVIO J. IULIANO

I, LUTOVIO J. IULIANO hereby declare as follows:

1. I am over the age of eighteen and I submit this Declaration in support of the Plaintiffs' Motion for Preliminary Approval of Class Action and PAGA Settlement Agreement. The following is based upon my personal knowledge and if called as a witness, I could and would competently testify thereto.

2. I was employed by Defendant during January of 2020 as a Non-Exempt Employee with the title of Ramp Agent and worked during the liability period for Defendant, at Defendants' Sacramento, CA location until my separation from Defendants' employ in approximately March 2022. My duties included but were not limited to loading and unloading cans of Amazon cargo onto planes at Sacramento International Airport.

3. As a non-exempt employee, I suffered the same damages as other employees. These included Defendants': (a) failure to pay minimum and overtime wages, (b) failure to provide meal periods, (c) failure to provide rest periods, (d) failure to pay all wages earned and owed upon separation from Defendants' employ, (e) failure to pay wages timely during employment, (f) failure to provide accurate itemized wage statements, (g) fees on pay cards, and (h) failure to accurately pay and record sick pay. As a result of these alleged violations, I sought consultation with my attorneys at James Hawkins, APLC.

4. Based upon my allegations, and after consultation and full disclosure from my attorneys about the potential risks I faced as a representative Plaintiff in this action, I freely decided to pursue this lawsuit to try and vindicate my rights and the rights of others who also worked for Defendant and suffered similar harms due to Defendant's common practices and policies.

5. Prior to filing my action, my attorneys and I had multiple conferences about the factual bases for the claims that I wanted to pursue against Defendant. During those conferences, my attorneys provided me with an overview of how those claims would be litigated and generally educated me about the nature of complex/representative litigation and my role as the representative Plaintiff.

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2 6. My attorneys provided me with a draft of the complaint for my review and
3 approval. I closely reviewed the complaint to ensure accuracy and completeness. As a
4 result, I caused my attorneys to file the class action complaint alleging claims for the allegations
5 alleged therein. Thereafter, I have been fully involved in my case. Following the filing of the
6 complaint, I collaborated with my attorneys on the prosecution of my claims, and I regularly
7 contacted my attorneys to stay current on the status of the litigation, and to discuss my
8 attorneys' progress in prosecuting the claims.

9 7. I believe that I have been similarly injured as to all other class members in the
10 settlement who worked for Defendant during the class period. I believe the claims asserted in
11 the Complaint are also shared by the other Class Members. I worked with various other non-
12 exempt employees, and I believe we were all treated the same and subject to the same unlawful
13 policies.

14 8. On January 31, 2023, I, through my attorneys, submitted a notice with the Labor
15 & Workforce Development Agency ("LWDA") alleging that Defendant violated Labor Code
16 sections 201-203, 226, 226.3, 226.7, 510, 512, 551, 552, 558, 1174, 1174.5, 1175, 1194, 1197,
17 1197.1, 1198, 2802, 2804, pursuant to Labor Code section 2699.

18 9. On April 7, 2023, I, through my attorneys, filed a PAGA representative action
19 against Defendant.

20 10. Since I agreed to become a Class Representative, I have worked every step of the
21 way with my attorneys. During the course of the litigation, I have always kept the best interest
22 of the Class Members on equal footing as mine. I have been, and I am willing to continue to
23 pursue the Class Members' claims vigorously on our collective behalf if the Settlement is not
24 finally approved. As a result, I firmly believe that I do not have any interests adverse to the
25 interests of the Class Members. I have maintained the Class Members best interest from the
26 inception of the case.

27 11. As a Class Representative, I have spent numerous hours consulting with my
28 attorneys, providing documentation, consulting with other Class Members, responding to
questions by my attorneys, providing documents to my attorneys, working with my attorneys to

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2 review documents received, preparing for my deposition, although my deposition was never
3 taken as a result of the settlement, helping my attorneys in preparing for the mediation and
4 attending the mediation via telephone. I was consulted about the status of the case and provided
5 constant feedback about the case from my attorneys including the mediation, settlement
6 negotiations and eventual settlement. I estimate I have spent approximately 45-50 hours
7 working on this case.

8 12. I have freely chosen to accept the risks of being a Class Representative in this
9 class action lawsuit. I chose to assume these risks and pursue the claims on behalf of the Class
10 Members as I wanted to vindicate their rights. I believe we have achieved that result with the
11 settlement and the individual payments to the Class Members. I believe the settlement is fair
12 reasonable and adequate based on the numerous defenses asserted by Defendant. I believe the
13 efforts and work I put forth helped to achieve the fair settlement that will benefit the Class
14 Members. As a result of my efforts, I also believe the Enhancement Award is reasonable, and I
15 respectfully request the Court approve the amount of \$15,000.00 to each named Plaintiff as fair
16 and reasonable.

17 I declare under penalty of perjury under the laws of the state of California that the
18 foregoing is true and correct. Executed on July 15, 2026, at Murray, Utah.

19 Signed by:

20 *Lutovio Iuliano*

21 1557E450CA4840D...

22 **LUTOVIO J. IULIANO**