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Attorneys for Plaintiff, on a representative basis and on behalf of all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF RIVERSIDE

LUIS RAMOS, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

FLEETWOOD HOMES, INC., a Delaware
Corporation; CAVCO INDUSTRIES,
INC., a Delaware Corporation; and DOES
1 through 20, inclusive;

Defendants.

Case No.: CVRI2305511

*[Assigned to Hon. Harold Hopp, Dept 1, for all
purposes]*

**DECLARATION OF MISTY M. LAUBY,
ESQ. IN SUPPORT OF PLAINTIFF'S
UNOPPOSED MOTION FOR
PRELIMINARY APPROVAL OF CLASS
AND PAGA REPRESENTATIVE ACTION
SETTLEMENT**

Hearing

Date: October 10, 2025

Time: 8:30 a.m.

Dept.: 1

Complaint filed: October 5, 2023

I, Misty M. Lauby, state and declare:

1. I am an attorney licensed to practice before all of the courts of the State of California. I am a partner at Lauby, Mankin & Lauby LLP. I represent the Plaintiff Luis Ramos in this action and I am thoroughly familiar with and have personal knowledge of all of the facts set forth herein. I submit this declaration in support of Plaintiffs' Motion for Preliminary Approval of Class Action Settlement. If called as a witness, I could and would competently testify thereto.

2. For the sake of brevity, this declaration does not discuss the settlement itself, the procedural background of the litigation, the claims and investigation by my firm and why the settlement is fair and reasonable. Those topics are covered in detail in the concurrently filed Declaration of Brian Mankin. This declaration simply provides information requested by the court as to why I am adequate class counsel.

COUNSEL'S EXPERIENCE

3. I have been a member, in good standing, of the State Bar of California since 2006. I am licensed to practice before all courts of the State of California and am admitted to practice in the United States District Court for the Central District of California and have litigated cases in various courts and counties throughout California.

4. I began working as an attorney for Fernandez & Lauby, LLP (now Lauby, Mankin & Lauby, LLP) in 2006. From 2006 through March 2018, I worked in the firm's insurance defense department as the handling attorney in approximately 250-350 complex construction defect litigation matters that I successfully managed and settled on behalf of multiple insurance carrier and contractor clients.

5. In or around March 2018, I transitioned to handling exclusively employee vs. employer litigation matters.

6. Leading up to the transition and continuing through the present, I have taken seriously the responsibility of acquiring expertise in the field by participating in numerous continuing legal education seminars specific to the representation of employees in litigated matters, mediation, and complex litigation, including the following non-exhaustive list: California Employment Lawyers Association (“CELA”) Wage & Hour Boot Camp in September 2016; CELA 13th Annual Advanced Wage and Hour Seminar in May 2017; CELA 30th Annual Employment Law Conference in October 2017; Castle Publications and SheppardMullin Wage and Hour Laws in March 2018; Bridgeport PAGA Claims 2018 Seminar in March 2018; California Lawyers Association Labor & Employment Law Section 35th Labor & Employment Law Annual Meeting April 2018; Bridgeport Class Action Litigation Conference Seminar in April 2018; Los Angeles County Bar Association 2018 Complex Court Symposium in November

1 2018; CELA 15th Annual Advanced Wage & Hour Seminar in May 2019; CELA 6th Annual
2 Trial College in May-June 2019; Pepperdine University Strauss Institute for Dispute Resolution
3 – Mediation: The Art of Facilitating Settlement, An Interactive Training Program in June 2019;
4 CELA 32nd Annual Employment Law Conference in October 2019; CELA The Ethics of a
5 PAGA Action in May 2020; CELA Annual Advanced Wage & Hour Update in May 2020;
6 CELA Demystifying Video/Remote Depositions: A Technical and Legal Workshop in June
7 2020; CELA An Epic Problem: Mass Arbitration and Other Strategies for Responding to Class
8 Action Waivers in June 2020; CELA 9th Annual CELA/Fair Diversity Leadership Summit in
9 June 2020; CELA AB5 and the Future of Independent Contractors In California in June 2020;
10 Trojan Horse, LLC – Various Participatory Case Analysis and Trial Advocacy MCLE programs
11 throughout 2020 and 2021; CELA Advanced Wage & Hour Update in May 2021; and Trial
12 Lawyers University Live in October 2021.

13 7. The vast majority of my employment cases have been litigated as class actions,
14 representative PAGA actions or a combination of the two.

15 8. I have been the handling attorney on over 45 class action and/or representative
16 PAGA actions. And, on these cases, myself and/or my firm have been appointed Class Counsel
17 on over 32 cases, and have helped recover almost \$24,000,000 for my clients, the employees,
18 and the State of California.

19 9. I have been involved in one contested class certification motion in a case that
20 settled just prior to the class certification hearing.

21 10. Attached as **Exhibit A** is a list of 32 resolved and/or settlement class actions,
22 collective actions, and/or PAGA actions that I have handled in the last 5.5 years (note: this list
23 excludes currently active cases and settlements pending approval).

24 **HOURLY RATE**

25 11. My billing rate is \$650 per hour, and this rate is usual and customary for class
26 action and/or PAGA practitioners with my level of expertise and experience.

27 12. This rate is consistent with Plaintiff and Defense attorneys who handle complex
28 class action litigation, if not somewhat lower. For instance, the 2023 Wolters Kluwer Real rate

1 Report (“Real Rate Report”) states that the rates for partners in Los Angeles are between \$840
2 and \$1,159 for the middle and upper quartiles.

3 13. Importantly, the Real Rate Report data is not based on self-reported numbers,
4 surveys, or sampling – instead, these figures are based on an analysis of the actual amounts billed
5 to clients based on more than 160 billion in billing entries.

6 14. My requested rate is also reasonable, consistent and less than the rate found in the
7 Laffey Matrix (www.laffeymatrix.com), which indicates that the benchmark rate for an attorney
8 that graduated law school in 2006 is \$878.

9 15. My hourly rate has been approved by various courts in California, including the
10 following non-exhaustive list of recent settlements for which I have been the handling attorney:

11 a. *Robertson v. All Care*, Los Angeles Superior Court, Case No 20STCV18318
12 (March 17, 2022) (\$1.4M wage-and-hour class and PAGA settlement approved with lodestar
13 cross-check of \$650 rate).

14 b. *Morales v. VPET*, San Bernardino Superior Court, Case No. CIVSB2108161
15 (November 22, 2022) (\$250,000 wage-and-hour class and PAGA settlement approved with
16 lodestar cross-check of \$650 rate).

17 c. *Moreno v. JJ Kane*, Riverside Superior Court, Case No. CVRI2101236
18 (September 7, 2022) (\$235,000 wage-and-hour class and PAGA settlement approved with
19 lodestar cross-check of \$650 rate).

20 d. *Blanton v. CTDI*, San Joaquin Superior Court, Case No. STK-CV-UOE-2021-
21 0005136, (August 23, 2023) (\$2,000,000 wage-and-hour class and PAGA settlement approved
22 with lodestar cross-check of \$650 rate).

23 e. *Zuniga v. Desert AIDS Project*, Riverside Superior Court, Case No. RIC2003219,
24 (August 25, 2023) (\$400,000 wage-and-hour class and PAGA settlement approved with lodestar
25 cross-check of \$650 rate).

26 f. *Northrup v Guyou*, Riverside Superior Court Case No. CVRI2105858 (December
27 15, 2023) (\$300,000 wage-and-hour class and PAGA settlement approved with lodestar cross-
28 check of \$650 rate).

1 g. *Rodarte v. Wright Business Graphics*, San Bernardino Superior Court Case No.
2 CIVSB2206705, (December 6, 2023)(\$310,000 wage-and-hour class and PAGA settlement
3 approved with lodestar cross-check of \$650 rate).

4 h. *Zubia v. Procter & Gamble*, Los Angeles Superior Court Case No.
5 20STCV44506, (January 17, 2024) (\$3,750,000 wage-and-hour class and PAGA settlement
6 approved with lodestar cross-check of \$650 rate).

7 i. *Lopez v. Martinez Concrete*, San Bernardino Superior Court Case No.
8 CIVSB2208282 (February 27, 2024) (\$350,977.22 wage-and-hour class and PAGA settlement
9 approved with lodestar cross-check of \$650 rate).

10 j. *Valenzuela v. Clarkwestern*, Sacramento Superior Court Case No. 34-2021-
11 00307823-CU-OE-GDS (April 12, 2024) (\$2,500,000 wage-and-hour class and PAGA
12 settlement approved with lodestar cross-check of \$650 rate).

13 k. *Calderon v. Prudential*, Los Angeles Superior Court Case No. 22STCV13172
14 (July 3, 2024) (\$438,361 wage-and-hour class and PAGA settlement approved with lodestar
15 cross-check of \$650 rate).

16 l. *Johnson v. J.G. Wentworth*, San Diego Superior Court Case No. 30-2022-000487-
17 CU-OE-CTL (August 16, 2024) (\$438,361 wage-and-hour class and PAGA settlement approved
18 with lodestar cross-check of \$650 rate).

19 m. *Ramos v. White Lines*, San Bernardino Superior Court Case NO. CIVSB2216314
20 (August 22, 2024) (\$825,000 wage-and-hour class and PAGA settlement approved with lodestar
21 cross-check of \$650 rate).

22 n. *Hagon v Transport Corporation of America, Inc.*, San Bernardino Superior Court
23 Case NO. CIVSB2203409 (August 27, 2024) (\$515,000 wage-and-hour class and PAGA
24 settlement approved with lodestar cross-check of \$650 rate).

25 o. *Ramos v. White Lines*, San Bernardino Superior Court Case No. CIVSB2216314
26 (August 22, 2024) (\$825,000 wage-an-hour class and PAGA settlement approved with lodestar
27 cross-check of \$650 rate).

1 p. *Nava v. Temecula Valley Drywall, Inc.*, Riverside Superior Court Case No.
2 CVRI2400423 (July 15, 2025) (\$475,000 wage-and-hour class and PAGA settlement approved
3 with lodestar cross-check of \$650 rate).

4 q. *Gallardo v Classic Collision*, Riverside Superior Court Case No. CVRI2303068
5 (August 14, 2025) (\$1,400,000 wage-and-hour class and PAGA settlement approved with
6 lodestar cross-check of \$650 rate).

7 r. *Ramirez v Inland 211*, Riverside Superior Court Case No. CVRI2305899 (August
8 14, 2025) (\$217,500 wage-and-hour class and PAGA settlement approved with lodestar cross-
9 check of \$650 rate).

10 s. *Ana Ortega v Aggressive Transport*, Orange County Superior Court Case No.
11 CV-23-003207 (August 21, 2025) (\$450,000 wage-and-hour class and PAGA settlement
12 approved with lodestar cross-check of \$650 rate).

13 **CONCLUSION**

14 16. As set forth above, I have litigated over 45 class and representative actions, and
15 have successfully resolved at least 32 of those cases, with many others still pending that will
16 resolve in the future.

17 17. For these reasons, as well as the facts and information presented in the
18 concurrently filed Declaration of Brian J. Mankin, it is respectfully requested that the Court: (1)
19 grant preliminary approval of the settlement as being fair, reasonable, and in the best interests of
20 the class, (2) appoint Plaintiffs as the Class Representatives, and (3) appoint Brian J. Mankin and
21 Misty M. Lauby of Lauby, Mankin & Lauby LLP as Class Counsel.

22
23 I declare under penalty of perjury under the laws of the State of California that the
24 foregoing is true and correct. Executed on September 16, 2025, at Los Angeles, California.

25
26
27 By: 
28 Misty M. Lauby

EXHIBIT “A”

Completed Class/Collective/PAGA Cases		
Case Name	Venue	Case Number
Allen v. KSG	Riverside	CVRI2303841
Calderon v. Prudential	Los Angeles	22STCV13172
Castelo v. Millemiaaero	San Bernardino	CIVDS1825783
Constante v. Eddie's Trucking	San Bernardino	CIVDS1902466
Blanton v. CTDI	San Joaquin	2021-0005136
Diaz v. Shamrock Foods	Riverside	RIC2004126
Gallardo v. Classic Collision	Riverside	CVRI2303068
Gallardo v. Tee For 2	San Bernardino	CIVDS1719564
Garcia v. Coach	USDC	5:18-cv-01537
Garcia v. Harkins	USDC	5:18-cv-02314
Hagon v. Transport America	San Bernardino	CIVSB2203409
Johnson v. JG Wentworth	San Diego	37-2022-00048277
Legorreta v. Paradise	Riverside	RIC1723591
Lepe v. Big Lots	San Bernardino	CIVDS1825693
Lopez v. Martinez Concrete	San Bernardino	CIVSB2208282
Lupercio v. Access Exterminator	San Bernardino	CIVDS1921036
McCulloch v. The Gill	Los Angeles	BC722742
Morales v. VPET	San Bernardino	CIVSB2108161
Moreno v. JJ Kane	Riverside	CVRI2101236
Nava v. Temecula Valley Drywall	Riverside	CVRI2400423
Northrup v. Guyou	Riverside	CVRI2105858
Ortega v. Aggressive Transport	Stanislaus	CV-23-003207
Palmer v. Charter	San Bernardino	CIVDS2013037
Ramirez v. InlandSoCal211	Riverside	CVRI2305899
Ramos v. White Lines	San Bernardino	CIVSB2216314
Redman v. Zenith	San Bernardino	CIVDS1826759
Robertson v. All Care	Los Angeles	20STCV18318
Rodarte v. Wright Business	San Bernardino	CIVSB2206705
Rueda/Valenzuela v. Clarkwestern	Sacramento	34-2021-00307823
Ruiz v. Unity Courier Service	Los Angeles	BC724435
Zubia v. P&G	Los Angeles	20STCV44506
Zuniga v. Desert AIDS	Riverside	RIC2003219