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Attorneys for Plaintiffs Antonio Loera, Jr. and
Charlotte Daniels, the FLSA Collective, and
the Putative Class

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
SAN FRANCISCO COURTHOUSE

ANTONIO LOERA, JR. and CHARLOTTE
DANIELS, on behalf of themselves and all others
similarly situated,

Plaintiff,

vs.

COUNTY OF ALAMEDA, a political subdivision
of the State of California,

Defendant.

) Case No. 3:23-cv-00792-LB

) **DECLARATION OF ATTORNEY RACHEL**
) **TERP ISO MOTION FOR PRELIMINARY**
) **APPROVAL**

) Date: April 30, 2026
) Time: 09:30 a.m.
) Courtroom: B, 15th Floor
) Judge: Hon. Laurel Beeler

) Complaint Filed: February 22, 2023
) FAC Filed: December 4, 2023
) Trial Date: NA

1 I, Sharon Vinick, declare as follows:

2 1. I am an attorney duly licensed to practice law before all courts in the State of California
3 and this Court, and counsel for Plaintiffs Antonio Loera, Jr. and Charlotte Daniels in this action. I make
4 this declaration in support of Plaintiffs' Motion for Preliminary Approval of Class and Collective
5 Action Settlement and Certification of Collective Class. I have personal knowledge of the facts set forth
6 herein, and if called upon to testify, I could and would competently do so.

7 **Opinion of Counsel**

8 2. As co-lead counsel on the case, it is my opinion that the settlement terms were carefully
9 negotiated to ensure fair and adequate relief for class members.

10 **Experience of Sharon Vinick**

11 3. I have practiced law for 39 years. For the past 34 years, I have represented individual
12 employees, and classes of employees, in employment disputes, including claims for discrimination,
13 harassment, wrongful termination, breach of contract, defamation, and violation of state and federal
14 wage and hour laws. I have litigated cases in state and federal court, as well as matters in arbitration and
15 mediation. I have also filed numerous briefs in employment discrimination cases pending in the United
States Supreme Court, as both counsel of record, and amicus curiae.

16 4. During my career, I have worked on more than two dozen class action cases. In the past
17 decade, most of my practice has been spent representing individual employees. Some of my class cases
18 include:

- 19 a. *Marcella Vasquez, et al. v. Escort Sunnyvale dba The Brass Rail*, 114CV27281 (Santa
20 Clara Superior Court) (wage and hour case on behalf of exotic dancers that settled for
\$2.2 million);
- 21 b. *Lacy T. v. The Oakland Raiders*, RG14710815 (Alameda Superior Court) (wage and
22 hour case on behalf of cheerleaders that settled for \$1.25 million);
- 23 c. *Roberto Castro, et al. v. White Cap Construction Supply Inc.*, CSC 05-0446144 (San
24 Francisco Superior Court) (wage and hour case on behalf of truck drivers that settled for
25 \$5.5 million).

26 5. I am currently a partner in the law firm of Vinick Hyams LLP, which is a small firm that
27 specializes in representing employees in cases for discrimination, harassment, wrongful termination,
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1 and other employment related disputes at the trial level. The firm was begun in January 2024.

2 6. Prior to starting Vinick Hyams LLP, I was the Managing Partner of Levy Vinick Burrell
3 Hyams, LLP, a Plaintiffs' Employment Firm in Oakland, California. The firm was begun in January
4 2010 and was dissolved in December 2023. During my tenure with the firm, I litigated both class cases
5 and individual actions. The following is a sample of the cases that I litigated at the firm:

- 6 d. *Allen Elkins v. City of San Mateo*, 22-CIV-01702 (San Mateo Superior Court) (seven
7 week trial resulting in jury award to Plaintiff of \$465,000);
- 8 e. *Patricia Toscano v. City of Oakland*, RG21094864 (Alameda Superior Court) (three
9 week trial resulting in jury award to Plaintiff of \$2.6 million);
- 10 f. *Meena Zareh, M.D., v. County of Los Angeles, et al.*, BC644274 (Los Angeles Superior
11 Court) (seven week trial resulting in jury award to Plaintiff of \$12 million);
- 12 g. *Diana Bronshteyn v. State of California* (Los Angeles Superior Court, West District)
13 (eight week trial resulting in jury award to Plaintiff of \$3,300,000);
- 14 h. *Milan v. City of Vallejo*, FCS042585 (Solano Superior Court) (nine week trial resulting
15 in a jury award to Plaintiff of \$2,357,000);
- 16 i. *S. Hanselman v. FedEx Corp*, RG10507799 (Alameda Superior Court) (a defamation
17 case which was tried to verdict in front of Judge Winifred Smith, but was settled for a
18 confidential sum before argument on punitive damages);
- 19 j. *Eidson v. Regents of the University of California*, RG17856649 (Alameda Superior
20 Court) (three week trial resulting in a jury award to plaintiff of \$325,000);
- 21 k. *Rodriguez v. San Rafael City Schools*, CIV2002773 (Marin Superior Court)
22 (discrimination and retaliation case on behalf of a public school principal settled for
23 \$725,000);
- 24 l. *Sorrell v. Regents of the University of California*, RG16806802 (Alameda Superior
25 Court) (sexual harassment case, settled for confidential sum);
- 26 m. *Haule v. New Deal Design LLC*, CGC 13-533690 (San Francisco Superior Court)
27 (pregnancy discrimination case, settled for confidential sum);
- 28 n. *Ramirez v. Buffalo Wild Wings, Inc.*, RG12677844 (Alameda County Superior Court)
(pregnancy discrimination case settled for confidential sum);

- 1 o. *Sarback v Del Valle Mobile Home Park*, RG12650901 (Alameda County Superior
2 Court) (sexual harassment case settled for confidential sum);
3 p. *Rosalba Cifuentes v. EJ Smith & VS Smith LLP*, RG10514043 (Alameda Superior Court)
4 (sexual harassment case settled for confidential sum);
5 q. *Fraga v. California School Employees Asso.*, 111CV205460 (Santa Clara Superior
6 Court) (whistleblower/retaliation case, settled for confidential sum);
7 r. *Aileen Rappaport v. Loomis Sayles & Co., LLP*, 1:09-cv-02414-RWR (U.S.D.C.) (age
8 and gender discrimination case, settled for confidential sum).

9 7. Before starting Levy Vinick Burrell Hyams, I was a solo practitioner in the Vinick Law
10 Firm. Before that time, I worked as “Of Counsel” for McGuinn Hillsman & Palefsky, in San Francisco,
11 California.

12 8. I have also worked at the Lawyers’ Committee for Civil Rights under Law, as a staff
13 attorney in the employment law project and the fair housing project, and I managed the Committee’s
14 Supreme Court practice. While at the Lawyers’ Committee, I primarily worked on class action
15 employment cases, most of which were pending in federal court.

16 9. Since 2007, I have been named a “Super Lawyer” by San Francisco Magazine each year,
17 with the additional recognition in 2009, 2010, 2012, 2019, 2020, 2021, 2023 and 2025 as one of the top
18 50 women attorneys in Northern California, and in 2013 as one of the top employment lawyers in
19 California. *See* http://www.superlawyers.com/about/selection_process.html. In 2015, I was also
20 selected by the Recorder as one of the Top 75 employment lawyers in the State of California.

21 10. In addition to my work on behalf of clients, I am a frequent speaker at conferences
22 including those conducted annually by the California Employment Lawyers’ Association and the
23 National Employment Lawyers’ Association.

24 11. From 2011 to 2014, I served as a member of the Executive Committee of the Labor and
25 Employment Section of the California State Bar Association. From 2007-2012 I served as a member of
26 the Executive Committee of the Labor and Employment Section of the Bar Association of San
27 Francisco.

28 12. I am licensed to practice in California and am admitted to practice before the United
States Supreme Court.

1 13. I graduated *magna cum laude* from University of California, Berkeley in 1984, and *cum*
2 *laude* from Harvard Law School in 1987.

3 14. A true and correct copy of my resume is attached hereto as **Exhibit 1**.

4 15. My hourly rate in 2026 is \$1350 per hour.

5 16. Plaintiffs' Counsel has a lodestar that exceeds the benchmark and expect to incur an
6 additional 80 hours of time to bring this case to a close, including: preparing for and appearing at the
7 preliminary approval hearing; overseeing the notice process, addressing class member inquires and
8 responding to any objections; preparing a final approval motion with supporting declarations from
9 counsel, plaintiffs, and the claims administrator; preparing a motion for fees, costs and enhancements
10 with supporting declarations from counsel and the two class representatives; appearing at the final
11 approval hearing; and ensuring that the settlement funds are timely and correctly disbursed.

12 I declare under penalty of perjury under the laws of the United States, on March 23, 2026, in the
13 State of California, that the foregoing is true and correct.

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