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Charlotte Daniels and the Collective Class

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11 IN THE UNITED STATES DISTRICT COURT
12 NORTHERN DISTRICT OF CALIFORNIA

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

16 Plaintiffs,

17 vs.

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

20 Defendant.

CASE NO.: 3:23-cv-00792-LB

DECLARATION OF GREGORY PERKINS

21
22 I, GREGORY PERKINS, declare as follows:

23 1. I am over the age of 18. If called upon to testify, I could and would competently testify to
24 the matters set forth in this declaration based on my personal knowledge.

25 2. I was formerly employed as a Sheriff's Safety Aide with the Alameda County Sheriff's
26 Office, providing security services at Oakland International Airport, in the County of Alameda, in the
27 State of California.

28 3. From March 18, 2002 to September 30, 2020, I worked security at the Oakland

1 International Airport. Initially, my job titled was parking attendant, before the job title changed to Sheriff's
2 Safety Aide. Also, when I was hired, my union was a plumbers' union. Around 2008 or 2009 union
3 representation was taken over by SEIU. On information and belief, in December 2009, the SEIU helped
4 us become permanent employees. I worked as a shop steward for more than a decade, until around 2017.

5 4. In my first years working security at the Oakland International Airport, myself and other
6 parking attendants were scheduled to work 8 hour shifts, along with a half-hour unpaid meal break, such
7 that the beginning and end of our scheduled shifts were 8.5 hours apart, five days a week. There were
8 three separate teams of workers employed each day to cover all 24 hours. There were about 50 people
9 working in this job position at any given time. Because there were three teams in a day, working shifts
10 with start and end times that were 8.5 hours apart, there was overlapping time built into the shifts for
11 transitioning between teams. My typical shift started at 6a.m. and ended at 2:30p.m. In the mornings, I
12 would arrive at the Sheriff's department building location near the airport, and at 6:00a.m. there would be
13 a muster meeting that would last 10 to 15 minutes. We would then get in one of two rover cars and be
14 driven to our posts for the day. We would typically be picked up from our posts by a rover car around
15 2:15p.m. and be driven back to the Sheriff's department building. Most days, our shifts would truly be
16 over by 2:30p.m. Around 2008, we were told to start showing up at 5:45a.m, or 15 minutes early for our
17 scheduled shifts to attend the muster meeting, and we started to notice that we would be released by
18 2:45p.m. rather than 2:30p.m. Initially, I didn't think anything of it, but it began to bother me that I was
19 working time for which I was not getting paid.

20 5. Starting around 2008, Alameda County Sheriff's Office adopted an alternative work
21 schedule for Sheriff's Safety Aides that involved four shifts per week. This schedule persisted until the
22 end of my employment in 2020. During the rest of my employment, myself and other Sheriff's Safety
23 Aides typically were scheduled to work three 11.5-hour shifts and one shorter 5.5-hour shift, each of which
24 included an unpaid half hour meal break. such that the start and end times of our longer shifts were 12
25 hours apart, and the start and end time of our short shift was 6 hours apart. Sheriff's Safety Aides were
26 typically scheduled to work 40 hours per week and were typically compensated for 40 hours per
27 workweek. There were four teams that covered staffing for the airport 24 hours a day, called the A, B, C,
28 and D teams. After the alternative work week schedule was adopted, there were usually 38 to 40 Sheriff's
Safety Aides employed by the County at any given time.

1 6. Since around 2008 to 2009, Alameda County has maintained a uniform policy, plan, and
2 practice of requiring Sheriff's Safety Aides to work uncompensated time off-the-clock. During this time,
3 including during my last three years of employment, Alameda County Sheriff's Office required Sheriff's
4 Safety Aides to arrive at a designated location 15 minutes before their scheduled shifts to:

- 5 a. attend a "muster" meeting where we received instructions from our sergeants and
6 material information for our upcoming shift;
- 7 b. pick up the equipment we needed for our shift, including radios and (starting around
8 2015 or 2016) body cameras;
- 9 c. don our uniforms (I changed into and out of my uniform in the men's locker room,
10 but women had to find another way since there was no women's locker room); and
- 11 d. boarded a rover vehicle to be driven to our posts in the airport.

12 7. Sheriff's Safety Aides performed other work before and after our scheduled shift. This has
13 included reading memorandums relating to matters affecting upcoming or future shifts, checking our
14 schedules, and being notified about which workstation we were going to be posted for the upcoming shift.
15 Additionally, our jobs required us to perform certain computer work, including filling out timesheets every
16 two weeks and taking trainings. Many people would arrive around 5:30a.m. to perform this work. I would
17 often have to perform my computer work after my shift, which could take 10 to 15 minutes. While I never
18 needed to, other people would have to fill out incident reports on the computers too, often after their
19 scheduled work hours. I did not receive overtime for this computer work performed outside of my
20 scheduled hours.

21 8. Additionally, the rover vans used a one-for-one drop off system that often caused Sheriff's
22 Safety Aides to work time outside of their regularly scheduled shifts. The one-for-one drop off system
23 involved a team boarding the bus and then getting dropped off, one by one to their posts for the day. When
24 a Sheriff's Safety Aide was dropped off at a post, the person working the shift before them would board
25 the bus to be taken back to the muster location. Based on this system, if I was dropped off early to my post
26 for the day, I had to start working the post. If I was not picked up on time from my post, I had to keep
27 working until the rover van dropped off my replacement. Further, the rover vans typically arrived back at
28 the muster location about 10 or 15 minutes after our shift was scheduled to end. Back at the muster
location, Sheriff's Safety Aides would drop off our radios and body cameras before the true end of our

1 shifts, change out of our uniforms, and perform any required computer work.

2 9. Alameda County Sheriff's Office's uniform policy, plan, and practice resulted in Sheriff's
3 Safety Aides regularly working at least 30 minutes of uncompensated time per shift amounting to more
4 than two-hours of uncompensated overtime per week. In my case, I worked a lot of overtime, often 20
5 hours of overtime in a week, often 6 days a week. I worked more days and more shifts than most other
6 Sheriff's Safety Aides. Therefore, I believe my off-the clock damages are greater than most other Sheriff's
7 Safety Aides.

8 10. Alameda County Sheriff's Office was aware that Sheriff's Safety Aides were working
9 uncompensated time. For example, sergeants led the muster meetings and instructed the Sheriff's Safety
10 Aides to arrive 15 minutes earlier than their scheduled shifts to attend the work-related muster meetings.
11 Additionally, I complained about the issue to the sergeants. I also complained about the issue to the union.
12 However, the sergeants' position was that the transport arrangement, driving us from the Sheriff's
13 department building to our posts, was optional and therefore the County was not required to pay us
14 overtime for those off-the-clock minutes. I disagreed with the sergeants' position, because Sheriff's Safety
15 Aides were performing work before and after our scheduled shifts regardless of the travel arrangement.
16 For example, in 2020, when there was a COVID pandemic, the County arranged for us to park next to the
17 airport, where most of us could have walked to our posts, however, our sergeants still required us to arrive
18 15 minutes early to attend the muster meeting. Sergeants would discourage me and other Sheriff's Safety
19 Aides from requesting overtime for the time worked before and after their scheduled shifts.

20 Pursuant to 28 U.S.C. § 1746, and the laws of the United States, I declare under penalty of perjury that
21 the foregoing is true and correct.

22 Executed this 2 day of ^{April}~~March~~ 2024 in Alameda County, California.
23 [DAY #] G.P.

24 

25 GREGORY PERKINS
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27
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