

1 **BIBIYAN LAW GROUP, P.C.**

David D. Bibiyan (SBN 287811)

2 *david@tomorrowlaw.com*

3 Vedang J. Patel (SBN 328647)

vedang@tomorrowlaw.com

4 Brandon Chang (SBN 316197)

brandon@tomorrowlaw.com

5 1460 Westwood Boulevard

Los Angeles, California 90024

6 Tel: (310) 438-5555; Fax: (310) 300-1705

7 Attorneys for Plaintiff, KEVIN LIBERATO

CAMPOS VARGAS, an individual, and on behalf of

8 all others similarly situated and aggrieved

9
10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

11 **FOR THE COUNTY OF LOS ANGELES**

12
13 KEVIN LIBERATO CAMPOS VARGAS, an
individual, and on behalf of all others similarly
14 situated,

15
16 Plaintiff,

17 v.

18 CALIFORNIA ARBORIST COMPLETE
TREE CARE, INC., a California corporation;
19 and DOES 1 through 100, inclusive,

20
21 Defendants.

CASE NO.: 24STCV11469

[Assigned for all purposes to the Hon. Theresa
Traber in Dept. 1]

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28 **DECLARATION OF PLAINTIFF KEVIN
LIBERATO CAMPOS VARGAS IN
SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS AND REPRESENTATIVE
ACTION SETTLEMENT**

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DECLARATION OF KEVIN LIBERATO CAMPOS VARGAS

1. I am a party to this action and reside in the State of California. I am fully competent to make this declaration. I have personal knowledge of the facts set forth herein, except for those stated on information and belief, and as to those I am informed and believe them to be true. If called upon to testify, I could and would testify as set forth herein.

2. I make this Declaration in support of Plaintiff’s Motion for Preliminary Approval of Class and Representative Action Settlement.

3. I was employed by defendant California Arborist Complete Tree Care, Inc. (“Defendant”), as a non-exempt, hourly paid employee, specifically as a tree removal and landscape technician, with duties that included, but were not limited to, falling trees using a chainsaw, pruning trees and other foliage, mowing lawns, and trimming weeds with a weed eater, in California from approximately January of 2023 through approximately November of 2023.

4. I am informed and believe that, throughout my employment with Defendant, myself and other non-exempt, hourly paid employees of Defendant were not paid all wages owed because we were not paid for all time under Defendant’s control, or for which we were suffered or permitted to work by Defendant. In addition, I am informed and believe we were not paid all overtime hours worked at the overtime rate of pay owed due to, without limitation, failure to record all time worked and failure to pay for off-the-clock work.

5. During my employment with Defendant, I often took meal periods that were after the fifth hour, short, or not duty-free. I witnessed other non-exempt, hourly paid employees with my job duties often taking meal periods that were after the fifth hour, short, or not duty-free, as well.

6. I do not recall receiving any premium pay for the full, timely and uninterrupted meal periods I was not provided an opportunity to take and am informed and believe that my coworkers were not provided premium pay for not being provided with the opportunity to take full, timely and uninterrupted meal periods either.

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1 7. I do not believe I was provided with opportunities to take full, uninterrupted 10-
2 minute rest periods while working with Defendant and am informed and believe my coworkers
3 were often not provided with such an opportunity, either.

4 8. I do not recall receiving any premium pay for the full rest breaks I was not provided
5 an opportunity to take and am informed and believe that my coworkers were not provided
6 premium pay for not being provided with the opportunity to take full, uninterrupted 10-minute
7 rest periods, either.

8 9. Before and during the course of litigation, I was actively involved in assisting my
9 attorneys to support the wage and hour claims asserted. My involvement began before the initial
10 complaint was filed wherein, I provided first-hand knowledge and documentation as to
11 Defendant's practices, their ownership and corporate structure, and their wage and hour policies
12 and practices.

13 10. Part of the information I relayed was with regard to Defendant's timekeeping policies
14 and practices, and their meal and rest period policies and practices.

15 11. I provided them with all the documentation provided to me by Defendant during my
16 employment.

17 12. I assisted in reviewing time and payroll records with my attorneys, and informed
18 them of Defendant's employment policies, and whether those policies matched Defendant's
19 practices.

20 13. My attorneys called me to ask me questions over several times throughout the
21 litigation and I contacted my attorneys several times to stay updated on the case and offer my
22 assistance on any matters I could be helpful with. I was also available for mediation by telephone,
23 during which I was available to be called to answer the questions posed by the mediator regarding
24 the asserted claims, as well as arguments raised by Defendant. In addition, I worked with my
25 attorneys over the next several weeks after mediation to understand and execute a long form
26 settlement agreement.

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1 14. Over the past several months since the case has been resolved, I have stayed in
2 touch with my attorneys to ensure that there was no undue delay in payment for other class
3 members for whom I brought this Action.

4 15. I believe that, through the present, I have spent at least 23 hours in connection with
5 this matter, which included time spent having preliminary calls with my attorneys; doing an intake
6 with my attorneys; time spent searching for documents relating to my employment; time spent
7 responding to informal discovery; time spent reading and understanding the Settlement
8 Agreement; time spent answering calls to discuss Defendant's timekeeping, pay, meal and rest
9 periods, and to review time and payroll records; time spent discussing with my attorneys
10 Defendant's policies and practices; time spent on-call at mediation; and time spent checking in on
11 the status of the case, among other things. I also spent time preparing this declaration to support
12 Plaintiff's Motion for Preliminary Approval of Class and Representative Action Settlement.

13 16. I feel that by bringing this lawsuit, I could stand up for not only my rights but the
14 rights of other employees who suffered from the same unfair wage practices. I felt that current
15 employees might not want to share their experiences with Defendant since they feared losing their
16 jobs. This is certainly understandable as I, too, have to provide for myself and others.

17 17. By bringing this lawsuit, I have put the interests of the class ahead of my own.

18 18. I understood that I could possibly earn a small enhancement if this case is resolved
19 favorably. I also knew that I could face retaliation from Defendant and backlash from former
20 coworkers who are loyal to Defendant.

21 19. I also had to provide a general release of claims and a waiver of rights under
22 California Civil Code section 1542 to Defendant as part of the settlement.

23 20. I understand that if I had brought this case individually, I may have earned more
24 compensation individually and on a much quicker timeline than the timeline it took to resolve this
25 Action.

26 21. I understood the substantial risks involved in serving as the Class Representative
27 and undertook these risks knowing there was no certainty regarding the outcome of the case.

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22. My goal in bringing this lawsuit was to obtain a recovery on behalf of the class, and, even more importantly, to put an end to what I believe are illegal practices on the part of Defendant. I believe I have achieved both through this lawsuit and settlement.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct this 18 day of March 2026, at La Habra, California.

Kevin Liberato Campos Vargas

KEVIN LIBERATO CAMPOS VARGAS