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Attorneys for Plaintiff Brittny Swoopes

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

MAYBELYN UGALE on behalf of herself and
all others similarly situated,

Plaintiff,

vs.

STANFORD HEALTH CARE, a California
corporation; THE HOSPITAL COMMITTEE for
the LIVERMORE-PLEASANTON AREAS
d/b/a STANFORD HEALTH CARE-
VALLEYCARE, a California corporation and
DOES 1 through 50, inclusive,

Defendants.

Case No. RG21092943
Consolidated with 23CV040727 (Lead Case
RG21092943)

ASSIGNED FOR ALL PURPOSES TO:
Judge: Hon. Patrick McKinney
Dept.: 18

CLASS ACTION

**DECLARATION OF BRITTNY SWOOPES IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: December 9, 2025
Time: 10:00 a.m.
Dept.: 18

1 I, Brittney Swoopes, declare:

2 1. I am a competent adult and I have personal knowledge of the facts set forth in this
3 declaration. I am making this declaration on behalf of myself, as a named plaintiff in the case of
4 *Swoopes v. Stanford Health Care Tri-Vale*y, Alameda County Superior Court Case No. 23CV040727,
5 which was consolidated for pretrial purposes with *Ugale v. Stanford Health Care, et al*, Alameda
6 County Superior Court Case No. RG21092943, and in support of Plaintiffs' Motion for Preliminary
7 Approval of Class Action and PAGA Settlement.

8 2. I worked for Defendant Stanford Health Care Tri-Valley ("Defendant") from
9 approximately October 2022 to September 2023, as a non-exempt Certified Nursing Assistant ("CNA").
10 I was subject to all of Defendant's policies and practices that have been alleged as unlawful in the
11 Complaint and the notice my attorneys' sent to the Labor and Workforce Development Agency
12 ("LWDA") on my behalf, including the following: failure to pay overtime wages, failure to pay
13 minimum wages, failure to provide meal periods or pay premiums in lieu thereof, failure to provide rest
14 periods or pay premiums in lieu thereof, failure to provide accurate wage statements, failure to timely
15 pay final wages, failure to pay reimbursement for expenses, failure to pay sick leave, untimely payment
16 of wages, and unfair competition.

17 3. I have actively participated in the litigation of this case for the benefit of all Class
18 Members. Prior to obtaining an attorney, I contacted several law offices and researched potential
19 attorneys to bring the claims. I wanted to make sure the law firm chosen to bring the claims had
20 attorneys with experience and skill in bringing those types of claims. I also researched the typical issues
21 raised when litigating the potential claims. I wanted to make sure I could have an informed discussion
22 with an attorney about the claims and have a better idea of what to expect moving forward in litigation
23 and how to help the case proceed. After securing Shimoda & Rodriguez Law, PC, I continued to be
24 actively involved in the case to help ensure a positive outcome. I began working with Shimoda &
25 Rodriguez Law, PC, to investigate the claims on July 5, 2023, discussing the facts of the case, showing
26 and explaining the context behind the documents I had to support the claims, and discussing potential
27 witnesses to corroborate the information I was providing.

1 4. My attorneys explained to me the risks and benefits of bringing a class action and a claim
2 under the Private Attorneys General Act (“PAGA”). I understood that pursuing the case as a class and
3 PAGA action meant that it would take substantially longer than pursuing my claims individually,
4 whether in Court or with the California Labor Commissioner, and that I risked getting nothing in the
5 end, but I believed it was important to make sure that Defendant followed the law for everyone. I
6 undertook a professional and financial risk in pursuing the case as a class and PAGA action because my
7 name would be on a publicly available document showing that I had sued a former employer and, if
8 unsuccessful in bringing the claims, I would be obligated to pay Defendant’s costs incurred over the
9 course of this complex litigation. My understanding is that this is a substantial risk because the costs
10 associated with litigation, in general, are very high and this cost is multiplied many times over in
11 complex litigation like class actions.

12 5. During the course of this litigation, I have given detailed accounts of all the facts related
13 to my employment. I provided my attorneys with extensive documentation that I believe supported the
14 claims brought against Defendant. I met with and assisted my attorneys in understanding these
15 documents and providing context for Defendant’s payroll process as it applied to me and how I believed
16 it applied to Defendant’s other employees within the class. I worked there for a year and even though I
17 worked mostly in my unit, I was floated around to other units when they needed coverage, so I was able
18 to discuss the similarities of the wage and hour policies and practices among all Class Members.

19 6. The work I performed for this case included an extensive review of documents and
20 payroll practices to show and explain to my attorneys what was happening and why I thought it was
21 unlawful. For example, I explained to my attorneys my job duties and responsibilities, the type of tasks
22 and work performed in a typical day and any circumstances that would cause relevant differences to my
23 daily work that affected the class claims. We reviewed payroll and personnel file documents to see
24 whether and how any of the documents corroborated the validity of the claims and listed potential
25 witnesses related to any issues raised by the documents. Additionally, I also explained the job duties of
26 other Class Members, the type of tasks and work performed, how the wage and hour issues affected
27 Class Members, typical schedules and staffing for the types of jobs, how Defendants’ timekeeping
28 system worked, the different types and layouts of work areas, and Defendant’s employee handbook and

stand alone wage and hour policies affecting Class Members. I also reviewed and explained to my attorney's the different pay code itemizations on the paystubs, and what earnings they represented. This addressed all the claims alleged and we continued to discuss and review these items throughout the case as more information was provided by Defendant. The review became even more detailed when reviewing and discussing the payroll data that was produced as part of informal discovery for mediation. I also spent a substantial amount of time working to identify potential witnesses and speaking to others who could be interviewed by my attorneys and provide declarations.

7. I participated in the negotiations and settlement discussions in this case, including participating in mediation by phone, speaking with my attorneys to answer questions, provide any additional information needed to assist the negotiations, and discussing the potential terms of the Settlement to evaluate its adequacy. Throughout the course of this litigation I have asked questions when I needed clarification about various aspects of this case to make sure steps were continually taken to advance the interests of Class Members. I have reviewed the Class Action and PAGA Settlement Agreement, discussed the terms with my attorneys, and asked my attorneys any questions I had. I believe the terms of the Settlement and allocations are fair and reasonable given the facts of the case.

8. To date, I estimate that I have spent approximately 80-95 hours assisting my attorneys in litigating this case. I expect that the amount of time I spend on this case will increase if preliminary approval is granted because Class Members will likely reach out to me about the Settlement, the Notice of Settlement, and the process for receiving payment.

9. I have not received any benefits as a result of filing this lawsuit. However, I believe I have experienced several substantial burdens as a result of filing this lawsuit that other Class Members were not subject to. As noted above, I took on the professional risk of lengthening my unemployment after working for Defendant because future employers were able to see, from publicly available documents, that I sued my former employer. Additionally, I undertook the risk of having to pay Defendant's litigation costs if the Court or jury ruled against us on the claims. I have spent a substantial amount of time in this case, securing a monetary benefit for many individuals who have not had to do anything whatsoever to have the opportunity to receive it. The time I have spent on this case has had to occur after work hours, and on my days off. Rather than spend this time with friends and family, I have

1 spent this time for the benefit of Class Members. Also, I experienced a great amount of stress and
2 anxiety due to the litigation in this case. The litigation has been very emotionally draining, and I worry
3 how the litigation in this case would affect my nursing career since I am one of the Class
4 Representatives in this case and my name is listed in the Complaint we filed. Finally, as part of the
5 Settlement, Plaintiff Ugale and I are the only individuals providing a general release of all our individual
6 claims and waiving the protections of California Civil Code section 1542 for unknown claims. Other
7 than Plaintiff Ugale, no other Class Member is subject to such a broad release. I believe awarding the
8 full Class Representative Service Payment is warranted given the time I have spent on the case, the
9 benefit secured for Class Members and the LWDA, my general waiver of all claims beyond the more
10 limited release Class Members are subject to, and the risks and burdens I have experienced as a result of
11 this litigation.

12 10. I understand that any Class Representative Service Payment I may receive is for my
13 participation as a Class Representative and it is not contingent on my support or approval of the
14 Settlement.

15 11. I have no interest in the designated *cy pres* beneficiary, Legal Aid At Work, whether
16 financial, in their governance, or otherwise.

17 12. I am not aware of any conflicts between myself, Plaintiff Ugale, and/or putative class
18 members in the Actions.

19 I declare under penalty of perjury under the laws of the State of California that the foregoing is
20 true and correct. Executed on November 10, 2025, in Concord, California.

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22 
Brittny Swoopes (Nov 10, 2025 17:12:23 PST)

23 Brittny Swoopes
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