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Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF VENTURA

RICARDO RODRIGUEZ, an individual, in his
representative capacity on behalf of the State of
California and fellow Aggrieved Employees,

Plaintiff,

v.

REAL TIME STAFFING SERVICES, LLC., a
California limited liability company;
EMPLOYBRIDGE, LLC, a California limited
liability company; and DOES 1 through 50,
Inclusive;

Defendants.

Case No: 56-2021-00559039-CU-OE-VTA

**DECLARATION OF RICARDO
RODRIGUEZ IN SUPPORT OF
PLAINTIFF'S MOTION TO APPROVE
PAGA SETTLEMENT**

Hearing Date: January 22, 2024

Hearing Time: 8:30 a.m.

Judge: Hon. Judge Matthew P. Guasco
Dept.: 20

1 I, RICARDO RODRIGUEZ, declare as follows:

2 1. I am over eighteen years of age and if called as a witness, I could and would competently
3 testify to the following facts from my own personal knowledge. I am the named Plaintiff in the above
4 PAGA action filed against REAL TIME STAFFING SERVICES, LLC., a California limited liability
5 company and EMPLOYBRIDGE, LLC, a California limited liability company (hereinafter,
6 “Defendants”).

7 2. I am submitting this declaration in support of Plaintiff’s Motion to Approve PAGA
8 Settlement.

9 3. I seek to represent the State of California and a group of Aggrieved Employees consisting
10 of current and former non-exempt employees of Real Time Staffing Services, LLC who were placed
11 on assignment at the Oxnard facility operated by Kenco Logistics Services, LLC (“Kenco Oxnard
12 Facility”) between August 6, 2020, through September 22, 2023. I worked for Defendants as a non-
13 exempt employee in California from December 2019 to March 2021. At all times during my
14 employment, I was entitled to legally mandated meal and rest periods, minimum wage and overtime
15 compensation. During my employment, Defendants failed to, among other things, pay for all hours
16 worked, provide compliant meal and rest periods, furnished inaccurate itemized wage statements, and
17 reimburse for mandatory business expenses. Throughout my employment, I was subject to
18 Defendants’ written policies and procedures contained in, among other things, the “EmployBridge
19 Associate Policy Handbook.”

20 4. I and the Aggrieved Employees, that I am seeking to represent, were subject to the same
21 alleged unlawful employment policies and practices at issue in this action, including but not limited
22 to, Defendants’ failure to pay for all hours worked, failure to provide compliant meal and rest periods,
23 failure to pay for all hours worked, and failure to reimburse for mandatory business expenses.
24 Factually, Defendants’ policies and practices apply to me and all Aggrieved Employees, and
25 Defendants’ liability can be determined by facts common to all.

26 5. Further, there is no conflict between my interests and the interests of the Aggrieved
27 Employees that I am seeking to represent. My interests are entirely coextensive with the interests of
28 the Aggrieved Employees. I allege that I was injured by the same company-wide policies and practices

1 to which the Aggrieved Employees were subjected and seek the same relief. I have already
2 demonstrated my ability to advocate for the interests of the state and the Aggrieved Employees by
3 initiating this litigation, communicating with PAGA Counsel about the claims as they apply to myself
4 and others, undertaking extensive document evaluation and evaluating the proposed settlement to
5 assure that it is fair.

6 6. I understood at the time that I filed this action, that as a representative, I owed a duty to
7 the state and the Aggrieved Employees to faithfully prosecute this action with their best interests at the
8 forefront of every decision. I understood that I could not make any decision in this action for the sole
9 benefit of my personal interest. I understood that in executing this duty, I might have been asked to
10 sacrifice my personal best interests for the benefit of the interests of the Aggrieved Employees.
11 Nevertheless, I knowingly and voluntarily undertook this duty in order to provide the broadest possible
12 relief for my former co-workers for what I perceived to be Defendants' unlawful wage and hour
13 practices. I believe that I faithfully executed the duties of a representative throughout this litigation
14 and will continue to do until this litigation is fully and finally resolved.

15 7. **Review and Approval of Settlement:** A mediation was held on July 24, 2023. Even
16 though I could not attend, I was available by telephone to speak with my attorneys and did speak with
17 them regarding the mediation before it took place, as well as during the mediation itself. I was very
18 satisfied with the terms of the settlement that was agreed to by the parties. I reviewed and signed the
19 Memorandum of Understanding on July 24, 2023, and when the settlement papers were ready, I again
20 spoke with my attorneys and reviewed the settlement agreement which I signed on November 9, 2023.

21 8. **Participation:** Since I retained Counsel approximately twenty-one months ago, I have
22 been actively involved with this action lawsuit performing the duties described above. While I did not
23 keep formal time records, I was in regular contact with my attorneys, reviewed important court filings,
24 and spent considerable time on the issues presented during the litigation and in the settlement process.
25 I estimate that I spent approximately 20 hours working on this case.

26 9. I believe that the proposed settlement before the court is fair, reasonable, and adequate,
27 and made in the best interest of the state and the Aggrieved Employees. I further support the fees being
28 requested by Plaintiff's Counsel in this matter.

1 10. Ultimately, I believe I did the right thing in pursuing this case on behalf of the Aggrieved
2 Employees who now stand to receive substantial monetary payments as a result of this case and
3 settlement. Consequently, I respectfully, and humbly, ask the Court to grant approval of the Settlement
4 and all of its terms.

5 I declare under the penalty of perjury under the laws of the State of California that the foregoing
6 is true and correct. Executed January, 2023, at Ventura ca (location/City), California.

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8 By: 
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