

**BLUMENTHAL NORDREHAUG
BHOWMIK DE BLOUW LLP**

Norman B. Blumenthal (State Bar 068687)
Kyle R. Nordrehaug (State Bar #205975)
Aparajit Bhowmik (State Bar #248066)
2255 Calle Clara
La Jolla, CA 92037
Telephone: (858)551-1223
Facsimile: (858) 551-1232
Email: Kyle@bamlawca.com
Website: www.bamlawca.com

Nazo Koulloukian, SBN 263809
nazo@koullaw.com

KOUL LAW FIRM, APC
3435 Wilshire Blvd., Suite 1710
Los Angeles, CA 90010
Telephone: (213) 761-5484
Facsimile: (818) 561-3938

Sahag Majarian, II, Esq. SBN 146621
Sahagii@aol.com

LAW OFFICES OF SAHAG MAJARIAN II
18250 Ventura Blvd.
Tarzana, CA 91356
Telephone: (818) 609-0807
Facsimile: (818) 609-0892

Attorneys for Plaintiffs,

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF ORANGE

MANUEL FRANCO and ALFONSO
GUZMAN, on behalf of themselves, on behalf
of all persons similarly situated, and on behalf
of the State of California as a private attorney
general,

Plaintiffs,

vs.

STATES LOGISTICS SERVICES, INC., a
California Corporation, and DOES 1 through
50, inclusive,

Defendants.

) Case No.: **30-2022-01239095-CU-OE-CXC**

) **DECLARATION OF ALFONSO GUZMAN**

) Hearing Date: November 8, 2024

) Hearing Time: 1:30 p.m.

) Judge: Hon. Lon Hurwitz

) Dept.: CX103

) Action Filed: July 6, 2021

) Trial Date: Not set

DECLARATION OF ALFONSO GUZMAN

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I, ALFONSO GUZMAN, declare as follows:

1. I am a named Plaintiff in this lawsuit. I am over 18 years of age and have personal knowledge of the facts described in this declaration. If called as a witness, I could and would testify competently to these facts.

2. I submit this declaration in support of the Motion for Preliminary Approval of Class and Representative Action Settlement.

3. I was hired by defendant STATES LOGISTICS SERVICES, INC. ("States Logistics") to work as a loader and picker from approximately March of 2020 until January 20, 2021, at States Logistics' warehousing, transportation, and packaging facility in Ontario, California.

4. While I worked for States Logistics, I followed the same timekeeping, scheduling, and payroll policies and practices of other employees I observed and interacted with.

5. While I worked for States Logistics, I was required to wait in long lines at the beginning of each shift, and when returning from lunch, off the clock and unpaid. At the beginning of my shifts, during the Covid-19 pandemic, I was also required to participate in screenings before clocking in, which we also had to wait in line for. I was also required to communicate with States Logistics via text while off the clock. I was also required to regularly use my cell phone for work, frequently as a calculator which was required for my job. I also sometimes traveled between work sites mid-shift using my own vehicle but was not paid mileage. While working in the facility, it would often get excessively hot which I believe created an unsafe work environment. When the facility was very hot and I felt like I needed a cool-down rest period, I was not allowed to take a break, which was challenging because my job as a loader and picker involved such physical labor. Even when we were able to take breaks, there wasn't enough water provided and the bathroom facilities were not clean and often did not have soap and other necessary bathroom supplies. I observed that I was not the only one affected by these conditions.

DECLARATION OF ALFONSO GUZMAN

6. Because I believed I suffered these wage and hour violations working for States Logistics and believe that other employees suffered similar violations, I wanted to file a lawsuit on behalf of myself and similarly situated employees against Defendant. I hired the Law Offices of Sahag Majarian, II, and Koul Law Firm, APC. I understand that my lawyers will share any attorneys' fee award granted in this case, and I have been advised of and consented to this in writing. I also understand that my lawyers have entered into a Joint Prosecution Agreement with Blumenthal Nordrehaug Bhowmik De Blouw LLP, to work together on my case and I have consented to this arrangement in writing as well.

7. Before filing this lawsuit, my attorneys made me aware of the obligations I had serving as a class representative in this case. By deciding to serve as a class representative, I understood and agreed to pursue not only my own wage and hour claims, but the claims of all other class members, and, if necessary, to put their interests ahead of my own. I decided to file this case as a class action partly because I believed that similarly situated employees were unlikely to be aware of their rights or to pursue their claims individually because of the relatively small amount of money in dispute for each individual worker.

8. My attorneys explained the risks associated with this lawsuit, and that the case could take years to resolve, and therefore required a long-term commitment on my part, which it did. I have been working with my attorneys on this case since 2021. I also understood that future employers, especially in my industry, may not hire me if they knew I had sued States Logistics, and that this information is available online for future employers to look up. I also understood that I could potentially be responsible for paying attorneys' fees and costs if States Logistics prevailed in this lawsuit. However, I accepted those risks because I believed filing this lawsuit was the right thing to do.

9. As a class representative in this case, I also understood that it was my job to act as a fiduciary to absent class members. Therefore, I wanted the best possible result to be obtained for the class and I believe a great result was, in fact, achieved through the settlement the parties reached.

DECLARATION OF ALFONSO GUZMAN

10. I have no interests that are antagonistic to the class members in this case.

11. I believe that I have adequately served as a class representative in this case and will continue to do so until its conclusion.

12. Before this lawsuit was filed, I had several conversations with my attorneys. Among other things, I discussed with them Defendant's practices and how they applied to me and class members. I also spent significant time gathering documents for my attorneys, provided them with information, and answered their questions so that they could analyze everything I provided them and assess the strength of my claims.

13. Before mediation, I conferred with my attorneys, and I made myself available during the entirety of the full-day mediation. Although I did not keep exact records of the time I spent working on my case, I would estimate that I spent at least 25-30 hours advancing this case.

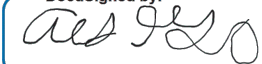
14. After discussing the risks, benefits, and alternatives of continued litigation, I agreed to settle this lawsuit on behalf of myself and other class members. I have been advised of the terms of the settlement of this case, and in light of the risks and uncertainties in proceeding with this lawsuit, I believe it is fair and reasonable and in the best interests of my coworkers.

15. I am aware that Defendant denies the allegations in this lawsuit and that there has been no determination that Defendant is actually liable for any of the alleged violations. I also understand that there are many risks and uncertainties involved in continuing to pursue this case.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed at Rancho, California.

10/15/2024

DATE

DocuSigned by:


ALFONSO GUZMAN

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