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*Attorneys for Plaintiffs, on behalf of the
Putative Class, the State of California
and Aggrieved Employees*

**SUPERIOR COURT OF CALIFORNIA
COUNTY OF ALAMEDA**

KHAYO SISHI, SANDEEP PUREWAL,
VANESSA BARBER, and CHERRA REDD on
behalf of the Putative Class, the State of
California and Aggrieved Employees;

Plaintiffs,

v.

ESKATON PROPERTIES INCORPORATED,
CALIFORNIA HEALTHCARE
CONSULTANTS, INC., and DOES 1-100,
inclusive;

Defendants.

Case No.: RG21100764

Hon. Eumi Lee
Dept. 512

**DECLARATION OF PLAINTIFF
CHERRA REDD IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

Date: July 28, 2023
Time: 9:30 a.m.
Dept.: 512

Complaint Filed: June 2, 2021

DECLARATION OF CHERRA REDD

I, Cherra Redd, declare as follows:

1. I am a Named Plaintiff in *Sishi, et al. v. Eskaton Properties Incorporated, et al.*, pending in the Superior Court of California, County of Alameda. I am over the age of eighteen. The following statements are based on my personal knowledge. If called on to do so, I could and would testify competently thereto.

2. I submit this declaration in support of Plaintiffs' Motion for Final Approval of Class Action Settlement in this action.

3. I was employed by Defendants as a non-exempt employee from approximately April 2014 to April 2019. I was employed by Defendants as a resident care associate and resident medical associate and my duties included, for example, providing medications to residents, communicating with doctors and laboratories on behalf of residents, tending to daily living activities of residents, and faxing and filing paperwork for residents.

4. I experienced issues in my employment with Defendants, including Defendants' failure to pay for all hours worked, as well as meal and rest break issues, among wage and hour violations.

5. As a result of these issues, I believed that I experienced unpaid wages violations and decided to contact Lawyers for Justice, PC. I understand that Schneider Wallace Cottrell Konecky LLP and Capstone Law, APC are also co-counsel in this action.

6. I knew that there was no guarantee that I would be successful in this case, and that there was a significant chance of protracted litigation. I understood I could potentially be liable for fees and costs. I also understood that I could have to spend a significant amount of time in the discovery process.

7. Additionally, I realized that my name would be on the action, and that this information would be visible to others.

8. Nonetheless, I felt strongly that Defendants had unlawful wage and hour policies and/or practices. Therefore, I decided to proceed as a representative plaintiff and file a lawsuit in the Superior Court of California, County of Sacramento. I understood that I would serve as a Named Plaintiff and representative employee for claims under the California Labor Code Private Attorneys General Act (“PAGA”).

9. I worked with my attorneys to answer questions and review facts about my employment with Defendants so that they could draft the complaint. We filed a case in the Superior

1 Court of California, County of Sacramento on December 2, 2021. I was aware that an amendment to
2 the complaint in *Sishi, et al. v. Eskaton Properties Incorporated, et al.* would add me as a Named
3 Plaintiff in this action, where I would serve as a class representative as well as a PAGA
4 representative.¹ I understood that serving as a representative of the Class members and Aggrieved
5 Employees meant putting their interests above my own.

6 10. During the initial investigation, in preparation of the filing of the complaint, and in
7 anticipation of discovery, I provided documents to my attorneys, including but not limited to pay
8 statements and policy documents.

9 11. After the proposed Class Action Settlement Agreement and Release was reached, I
10 reviewed the terms. I also carefully reviewed Addendum A and Addendum B to the Settlement. I
11 discussed the Settlement with my attorneys. I spent time evaluating the proposed outcome to assure
12 that it was fair. Based on my own review and my attorneys' evaluation and recommendation, I
13 believe the Settlement is fair and reasonable. I signed the Settlement on October 6, 2022, and the
14 addenda thereto on November 5, 2022 and December 27, 2022.

15 12. Throughout this action, I have been in communication with my attorneys to keep
16 apprised of the status of the litigation. I have kept up-to-date on the status at every phase.

17 13. In sum, I have been an active participant in this litigation since the inception of the
18 case I filed in the Superior Court of California, County of Sacramento. I worked with my attorneys
19 to prepare the complaint, provided documents to my attorneys, stayed informed of the settlement
20 decisions, and otherwise remained in contact with my attorneys. I have been involved with this
21 litigation for more than a year and a half, and during that time I estimate that I have contributed at
22 least 3-5 hours of my own time to the prosecution of these claims.

23 14. By participating in this case as a plaintiff, I placed myself at personal risk. For
24 example, I faced: (a) risk to my reputation in my community as a result of stepping forward publicly
25 in a class and PAGA action; (b) risk to my reputation as it concerns my future employment
26 opportunities; (c) risk that I would be subject to intrusive discovery and time demands in this
27 litigation; and (d) risk that I would have to pay defense costs if I lost this case. Nevertheless, I chose
28 to face these risks to challenge the way that Defendants treated their employees.

29 15. I ask that the Court award an incentive award of \$5,000 to compensate me for the
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31 ¹ Plaintiff Barber, Plaintiff Purewal, and I initiated our own actions against Defendants. After further investigation and
32 meeting and conferring, the Parties in *Sishi* agreed that the cases should be consolidated and myself, as well as Plaintiffs
Barber and Purewal should be added to the First Amended Complaint. The Court ultimately granted the Parties'
stipulation for leave to file a Second Amended Complaint to incorporate these additional Plaintiffs and their claims, and
the Second Amended Complaint was filed on September 13, 2022.

1 amount of time I spent on this case, the risks undertaken, the fact that I am providing a general
2 release of my rights against Defendants, and for the benefit being provided by the Settlement to the
3 Class, the Labor and Workforce Development Agency, and the Aggrieved Employees.

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5 I declare under penalty of perjury under the laws of the State of California that the foregoing
6 is true and correct and is based upon my personal knowledge.

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8 Executed on 06 / 30 / 2023 in Sacramento, CA.

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12 _____
13 Cherra Redd
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