

1 Gregory F. Coleman (*pro hac vice*)  
Mark E. Silvey (*pro hac vice*)  
2 **MILBERG COLEMAN BRYSON PHILLIPS**  
**GROSSMAN, PLLC**  
3 800 S. Gay Street, Suite 1100  
Knoxville, TN 37929  
4 Telephone: 865-247-0080  
Facsimile: 865-522-0049  
5 Email: *gcoleman@milberg.com*  
*msilvey@milberg.com*

6  
7 Thien An Vinh Truong (*pro hac vice*)  
**SIMMONS HANLY CONROY LLC**  
112 Madison Avenue  
8 New York, New York 10016-7416  
Telephone: (212) 784-6400  
9 Facsimile: (212) 213-5949  
Email: *mbreit@simmonsfirm.com*

10  
11 Laurence D. King (SBN 206423)  
Matthew B. George (SBN 239322)  
**KAPLAN FOX & KILSHEIMER LLP**  
12 1999 Harrison Street, Suite 1560  
Oakland, CA 94612  
13 Telephone: (415) 772-4700  
Facsimile: (415) 772-4707  
14 Email: *lking@kaplanfox.com*  
*mgeorge@kaplanfox.com*

15 *Class Counsel*

16  
17  
18 **UNITED STATES DISTRICT COURT**  
19 **NORTHERN DISTRICT OF CALIFORNIA**  
20 **SAN FRANCISCO DIVISION**

21 CODY MEEK, *et al.*

22 Plaintiffs,

23 v.

24 SKYWEST, INC. and SKYWEST  
25 AIRLINES, INC.,

26 Defendant.

Case No.: 3:17-cv-01012-JD

**DECLARATION OF CODY MEEK IN  
SUPPORT OF MOTION FOR  
ATTORNEYS' FEES, EXPENSES AND  
INCENTIVE AWARDS**

Judge: Hon. James Donato  
Date: February 23, 2023  
Time: 10:00 a.m.  
Courtroom: 11

1 I, Cody Meek, declare as follows:

2 1. I am a one of the named Plaintiffs and a Settlement Class Representative in this  
3 litigation. I have personal knowledge of the following facts and, if called a witness, could and would  
4 testify competently thereto to all facts herein.

5 2. I submit this declaration in support of Plaintiffs' Motion for Attorneys' Fees,  
6 Expenses and Incentive Awards. I have worked as a ramp agent for SkyWest at the San Francisco  
7 Airport from approximately April, 2013 until June, 2015.

8 3. In September 2021, the Court granted Plaintiffs' Motion for Class Certification. In its  
9 order, the Court appointed me as one of the Class Representatives. In September 2022, the Court  
10 granted Plaintiffs' Motion for Preliminary Approval of the Settlement with SkyWest. In its order,  
11 the Court appointed me as one of the Settlement Class Representatives. I respectfully request that  
12 the Court consider our application to award the Settlement Class Representatives an Incentive Award  
13 in the amount of \$5,000 as permitted for in the Settlement Agreement.

14 4. Before filing this lawsuit in February of 2017, I had conferred with my attorneys and  
15 was fully informed of my responsibilities as a named plaintiff and class representative to protect the  
16 interests of the class and to put the class's interests before my own. Indeed, I understood that in  
17 order to achieve the best outcome for the entire class that I may have to sacrifice a better and much  
18 quicker potential outcome for myself individually. I have never served as a class representative  
19 before but I felt that the issues in this case regarding the underpayment of wages and failure to  
20 provide meal and rest breaks for SkyWest's workers were important enough to me in order to do so.  
21 I understand these responsibilities and have taken them seriously throughout the case. I closely  
22 monitored the developments of the case and conferred with my attorneys both by email and telephone  
23 regularly. When my attorneys asked me to review documents, I carefully read them and if I did not  
24 understand something, I would ask my attorneys to explain to me.

25 5. During the course of the litigation I was asked to participate in discovery. In addition  
26 to searching for and producing documents and responding to interrogatories, I was asked to prepare  
27 for and attend two depositions, one in person in Los Angeles on September 25, 2018 and one by  
28

1 remote ZOOM on October 26, 2020. I did that as well, meeting with my attorneys first to prepare.  
2 I was also willing to testify at trial if necessary.

3           6. I understand that I have been exposed to certain risks by being a Plaintiff in this case.  
4 I was aware that my name would be shared with SkyWest and that suing my former employer would  
5 be a matter of public record after filing the lawsuit. I feared that I would suffer retaliation by  
6 SkyWest as a result of asserting the wage and hour claims on behalf of me and my co-workers.

7           7. I also believe that by filing this lawsuit I risked my future employment prospects  
8 because if a potential employer discovered (for example, through a simple Google search) that I had  
9 initiated a class action lawsuit against my employer, they may choose not to interview or hire me.  
10 They may also ask me about it in a job interview. I was, and continue to be, worried that a current,  
11 potential, or future employer will discriminate, retaliate, or perceive me negatively because of my  
12 involvement in this lawsuit. If I were to lose my ability to get work and income because of my  
13 participation in this suit, it would have a very negative impact on me.

14           8. However, I was willing to take the risks associated with suing my employer and acting  
15 as a class representative because I believed SkyWest needed to fairly pay its workers and provide  
16 them breaks. I believed it was important to seek relief for myself and other workers who would be  
17 unwilling, afraid, or unable to bring their own case, particularly if some were still working for  
18 SkyWest or in the airline industry.


19           9. I have reviewed the Settlement with SkyWest, and other case materials, and discussed  
20 the terms of the Settlement with my attorneys. I am extremely pleased with the Settlement we were  
21 able to achieve for the Settlement Class, which will give substantial money back to Settlement Class  
22 Members without any of them having to file a claim. I also understood that, by settling this case, the  
23 parties would be able to avoid the additional costs, time, and risks of going through a trial.

24           10. I have been informed that my attorneys will ask the Court to approve an Incentive  
25 Award for myself in the amount of \$5,000. I understand that it is for the Court to determine whether  
26 to grant such an award, but I believe that this is a fair amount given the total amount of the settlement  
27 and the services I have performed as a named plaintiff and as a class representative in this case over  
28 the past five years. This includes my initial consultations with my attorneys, reviewing documents

1 and filings for the case to ensure their accuracy, regular communications with my attorneys over the  
 2 past five years about the status of the case, helping with discovery and searching for responsive  
 3 documents, responding to interrogatories, preparing for and attending my depositions, conferring  
 4 with my attorneys about the terms of the settlement. For me, being involved in a class action lawsuit  
 5 against a former employer for such a long period of time has been very stressful but I stayed  
 6 committed to achieving a good outcome for the Settlement Class. While it is hard to quantify the  
 7 amount of time associated with this lawsuit, I estimate that I have spent over 100 hours over the last  
 8 five years on this case.

9 I declare, under penalty of perjury of the laws of the United States that the foregoing is true  
 10 to the best of my knowledge and belief. Executed this 23rd day of November, 2022 at Monterey,  
 11 California.

12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21  
 22  
 23  
 24  
 25  
 26  
 27  
 28

DocuSigned by:  
  
 C6800D4041554D6...  
 Cody Meek