

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

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

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

Class Counsel

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
SAN FRANCISCO DIVISION**

CODY MEEK, *et al.*

Plaintiffs,

v.

SKYWEST, INC. and SKYWEST
AIRLINES, INC.,

Defendant.

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

**DECLARATION OF CORYELL ROSS 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, Coryell Ross, declare as follows:

2 1. I am 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 Los Angeles, and Ontario airports from approximately 2014 through 2016.

8 3. In September 2021, the Court granted Plaintiffs' Motion for Class Certification. In
9 its 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 July 2018, I retained the law firm of Kaplan Fox &
15 Kilsheimer LLP and conferred with my attorneys and was fully informed of my responsibilities as a
16 named plaintiff and class representative to protect the interests of the class and to put the class's
17 interests before my own. Indeed, I understood that in order to achieve the best outcome for the entire
18 class that I may have to sacrifice a better and much quicker potential outcome for myself
19 individually. I have never served as a class representative before but I felt that the issues in this case
20 regarding the underpayment of wages and failure to provide meal and rest breaks for SkyWest's
21 workers were important enough to me in order to do so. I understand these responsibilities and have
22 taken them seriously throughout the case. I closely monitored the developments of the case and
23 conferred with my attorneys both by email and telephone regularly. When my attorneys asked me
24 to review documents, I carefully read them and if I did not understand something, I would ask my
25 attorneys to explain them to me.

26 5. During the course of the litigation, I was asked to participate in discovery. In addition
27 to searching for and producing documents and responding to interrogatories, I was asked to prepare
28 for and attend my deposition, on October 15, 2020. In order to complete the deposition, I took time

1 off, including using vacation time, from my current job in order to travel from Detroit, Michigan, to
2 the San Francisco Bay Area to meet with my attorney to prepare for my deposition and to attend my
3 deposition that was taken on Zoom by SkyWest's attorney in Kaplan Fox's Oakland office. I
4 understand that this case was very close to going to trial in early 2022 and was also willing to travel
5 and take more time off work in order to testify at trial if necessary.

6 6. During the years that this lawsuit was taking place, I would frequently get asked
7 questions about the status of the case from many other former SkyWest employees that I have kept
8 in contact with over the years. I would provide any information that I was able to and then refer
9 them to my attorney. I would also encourage them to participate in the case and provide information
10 that could be helpful to our attorneys and the Court. My understanding is that many of these
11 individuals ended up providing declarations to the Court in connection with Plaintiffs' Motion for
12 Class Certification that was ultimately granted.

13 7. I understand that I have been exposed to certain risks by being a Plaintiff in this case.
14 I was aware that my name would be shared with SkyWest and that suing my former employer would
15 be a matter of public record after filing the lawsuit. I was concerned that I would suffer adverse
16 consequences by SkyWest as a result of asserting the wage and hour claims on behalf of me and my
17 co-workers.

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

25 9. However, I was willing to take the risks associated with suing my employer and acting
26 as a class representative because I believed SkyWest needed to fairly pay its workers and provide
27 them breaks. I believed it was important to seek relief for myself and other workers who would be
28

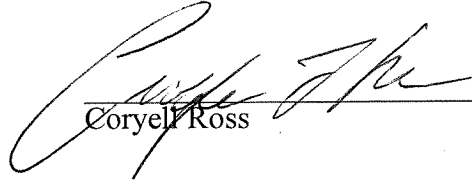
1 unwilling, afraid, or unable to bring their own case, particularly if some were still working for
2 SkyWest or still employed in the airline industry.

3 10. I have reviewed the Settlement with SkyWest, and other case materials, and discussed
4 the terms of the Settlement with my attorney. I am extremely pleased with the Settlement we were
5 able to achieve for the Settlement Class, which will give substantial money back to Settlement Class
6 Members without any of them having to file a claim. I also understood that, by settling this case, the
7 parties would be able to avoid the additional costs, time, and risks of going through a trial. I was
8 also informed and aware that issues in this case regarding whether airline workers were entitled to
9 meal and rest breaks under California law were pending in appeals and before the U.S. Supreme
10 Court while this case was going on.

11 11. I have been informed that my attorneys will ask the Court to approve an Incentive
12 Award for myself in the amount of \$5,000. I understand that it is for the Court to determine whether
13 to grant such an award, but I believe that this is a fair amount given the total amount of the settlement
14 and the services I have performed as a named plaintiff and as a class representative in this case for
15 almost five years. This includes my initial consultations with my attorneys, reviewing documents
16 and filings for the case to ensure their accuracy, regular communications with my attorneys over
17 almost five years about the status of the case, helping with discovery and searching for responsive
18 documents, responding to interrogatories, preparing for and attending my deposition, and conferring
19 with my attorneys about the terms of the settlement. For me, being involved in a class action lawsuit
20 against a former employer for such a long period of time has been very stressful but I stayed
21 committed to achieving a good outcome for the Settlement Class. While it is hard to quantify the
22 amount of time associated with this lawsuit, I estimate that I have spent over 100 hours over almost
23 five years on this case, which includes my travel time, meeting with counsel, and regularly
24 communicating with my counsel and other class members about the settlement.

25 I declare, under penalty of perjury of the laws of the United States that the foregoing is true
26 to the best of my knowledge and belief.

Executed this ____ day of November, 2022 at Detroit, Michigan.


Coryell Ross