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13 Attorneys for Plaintiffs
 14 MARGARET TUMAMPOS,
 15 JONATHAN LAM, and CONNIE LAI on
 their behalf and others similarly situated

16 IN THE UNITED STATES DISTRICT COURT FOR THE
 17 NORTHERN DISTRICT OF CALIFORNIA

18 MARGARET TUMAMPOS, JONATHAN
 19 LAM, AND CONNIE LAI ON THEIR
 20 BEHALF AND OTHERS SIMILARLY
 SITUATED,

21 Plaintiffs,

22 v.

23 CATHAY PACIFIC AIRWAYS LTD.,

24 Defendant.

CASE NO. 4:16-CV-06208-CW
Assigned for All Purposes:
Honorable Claudia A. Wilken

**DECLARATION OF PLAINTIFF AND
 CLASS REPRESENTATIVE CONNIE
 LAI IN SUPPORT OF MOTION FOR AN
 AWARD OF ATTORNEYS' FEES,
 EXPENSES, AND SERVICE AWARDS
 FOR REPRESENTATIVE PLAINTIFFS**

Date: September 18, 2018
 Courtroom: TBD
 Time: 2:30 pm

Action Filed: October 26, 2016
 Amended Complaint Filed: January 27, 2017
 Trial: Not Yet Set

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DECLARATION OF CONNIE LAI

I, CONNIE LAI, declare as follows:

1. I am an individual over the age of 18, and a named plaintiff in this matter. This declaration is submitted in support of the class representative service awards. I have personal knowledge of the facts stated in this declaration and if called upon to testify I could and would testify competently thereto.

2. From July 2010 through Fall 2017 I was employed full time and continuously as a California-based flight attendant for Cathay Pacific Airways, Ltd. (“Cathay”). As such, I was based out of San Francisco International Airport from July 2010 until approximately February to March 2012 when I thereafter was based out of Los Angeles International Airport until I left Cathay’s employment.

3. When I was recruited by Cathay in 2010, I was informed by Cathay that as a California-based flight attendant, I was entitled to Federal Social Security (FICA) benefits and California State Disability (SDI) benefits. From 2010 until September 2016 Cathay withheld FICA and SDI payments from my wages. But in September 2016, Cathay circulated notices to me and other California-based flight attendants that in fact Cathay’s past withholdings of wages for FICA and SDI were in error and such associated benefits would not be available.

4. Like many other California-based flight attendants I was bewildered by this loss of benefits and upset that my future was at risk. I had preliminary discussions with counsel for Plaintiffs to be a possible class representative. I understand that I served an important purpose as the proposed class consisted of Cathay California-based flight attendants based out of San Francisco as well as Los Angeles airports. I understood that I was the only Los Angeles-based flight attendant that was considering acting as a class representative. Nevertheless, I was reluctant to sue Cathay as I was already involved in union organizing activities and felt that being a class representative would further increase the risk of retaliation. Eventually my reluctance was overcome by the obligation I felt I owed to other flight attendants who had suddenly lost their Social Security and other employment benefits.

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1 5. In order to prepare the case and as part of my obligations as a class representative,
2 I searched for and provided to Plaintiffs' counsel all relevant employment-related documents I
3 could find. I then organized these documents and delivered them to Plaintiffs' counsel. Some of
4 these documents were stored in my parent's home in the San Francisco Bay Area. These
5 documents consisted of more than 90 pages of documents including employment handbooks
6 provided by Cathay as well as communications regarding FICA and SDI benefits. I estimate that
7 I devoted more than 9 hours obtaining, reviewing, and organizing these documents to present to
8 legal counsel.

9 6. Prior to the filing of the amended complaint on January 27, 2017, I had multiple
10 lengthy telephone conversations with counsel for Plaintiffs. This included discussing the
11 background facts, possible claims, and my duties and obligations as a class representative. I
12 carefully reviewed the documents provided to me prior to agreeing to be a class representative. I
13 obtained additional information sought by counsel. I carefully reviewed the complex 61-page
14 complaint (including exhibits). As I was unfamiliar with the American legal system, it took me
15 many hours, and multiple discussions to understand the claims. While it was tedious and
16 difficult, I felt that I had an obligation to understand the claims we were making in Court. These
17 pre-filing meetings and associated tasks took me approximately 14 hours.

18 7. At the time that I was working to assist Plaintiffs' counsel in preparing the
19 amended complaint in January 2017, I knew that Cathay required its California-based flight
20 attendants to be fluent in an Asian language as well as English. Accordingly, many of my fellow
21 flight attendants are relatively recent immigrants and culturally uncomfortable with suing an
22 employer, including incurring the risk of retaliation. Moreover, I know that many of them
23 immigrated to the United States as adults and would be challenged to be able to contribute the
24 requisite years to Social Security to receive retirement benefits if, for example, they chose to find
25 other employment and would have to "start over" in terms of contributions to FICA. So I was
26 motivated to help them receive some compensation for this sudden loss of benefits.

27 8. Additionally, I recognized that if we lost the case, there was a real possibility that I
28 could be financially liable for Cathay's costs. Given my modest salary, I do not know how I

1 could have possibly paid such costs. I also was worried that if we lost the case, I could be
2 ostracized by disappointed colleagues. But I felt that someone based out of the Los Angeles
3 Airport should step forward and take the risk to compensate the flight attendants. And I was
4 willing to be that person. Indeed, more Cathay flight attendants are based in Los Angeles than
5 San Francisco.

6 9. Throughout this case, I have been actively involved and although it was difficult, I
7 reviewed and tried to understand the motion to dismiss filed by Cathay directed against the
8 amended complaint. I also discussed the case with Margaret Tumamos and Jonathan Lam, the
9 other class representatives, and also followed the result of the court rulings on the Cathay motion
10 to dismiss. And I discussed matters with counsel regarding the litigation. I would estimate that I
11 have spent approximately 12 hours on these activities.

12 10. I participated in reviewing and commenting on the draft mediation brief. I then
13 participated in pre-mediation strategy sessions and efforts. In order to attend the mediation in San
14 Francisco, I flew from my home in the Los Angeles area. In order to reduce expenses incurred on
15 behalf of the class of flight attendants, I flew subject to loading using the flight benefits I had
16 earned due to my work at Cathay. I also spent the night prior to the mediation with my relatives
17 in San Francisco to further reduce expenses.

18 11. The actual mediation I participated in lasted 12 hours on August 9, 2017, and
19 given the preparation and travel time, I spent a total of approximately 22 hours just to help reach
20 an agreement during the mediation session with Judge Duryee. I devoted a further approximately
21 six hours to review, discuss, and understand the detailed formal settlement agreement that
22 required my signature for submission to the Court for preliminary approval. I then devoted an
23 additional approximately two hours to understand the Court-mandated addendum to the
24 settlement agreement submitted in January 2018.

25 12. When I operate a flight, we California-based flight attendants originate in
26 California and fly 12-15 hours to Hong Kong where we spend approximately three days prior to
27 flying back. This means there is a substantial amount of time in the plane and in Hong Kong
28 where I have been approached by other flight attendants to explain the litigation and the

1 settlement and so I have had many discussions as part of my role as a class representative. I
2 estimate that I have devoted more than 100 hours in providing information to inquiring class
3 members. I believe that many flight attendants approached me because I was the only class
4 member based in Los Angeles, and many were comfortable discussing such matters with me
5 because I was already known to be active in union organizing activities.

6 13. I understand that my attorneys will request that the Court award me a service fee in
7 the amount of \$10,000. I understand that this amount is meant to compensate and reward me for
8 my service as a class representative, and for my efforts on behalf of the class. As set forth above
9 by my calculation I have devoted a total of approximately 165 hours in support of the class and
10 this litigation. In addition to just the expenditure of time, I have had the burden, stress, and
11 responsibility of being a class representative, which often caused me discomfort and occasional
12 loss of sleep. The proposed service fee is not contingent upon me supporting the class action
13 settlement regardless of its fairness.

14 I declare under penalty of perjury under the laws of the United States of America and the
15 State of California that the foregoing is true and correct. Executed this 4th day of June 2018 at
16 Honolulu, Hawaii.

17
18 /s/ Connie Lai
Connie Lai

19 **Attestation**

20 As the attorney e-filing this document, pursuant to Civil Local Rule 5-1(i)(3), I hereby
21 attest that Connie Lai has concurred in this filing.

22 DATED: June 18, 2018

MEDINA McKELVEY LLP

24 By: /s/ Alexander M. Medina
Alexander M. Medina
Attorneys for Plaintiffs on their behalf
and others similarly situated