

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON  
IN AND FOR THE COUNTY OF KING

KRIS HARDIE, individually and on behalf of  
all others similarly situated,

Plaintiff,

v.

BEST PARKING LOT CLEANING INC., a  
Washington Corporation,

Defendants.

NO. 17-2-27730-4 KNT

**DECLARATION OF GABRIEL  
CHADDERTON**

I, **GABRIEL CHADDERTON**, declare and say as follows:

1. I make the following declaration based on my own personal knowledge. I am over the age of 18 and am competent to testify on the matters presented in this declaration.

2. I worked for Best Parking Lot Cleaning INC. (“Best”) as a driver for approximately one year, till I left Best around March 2018. I primarily worked for Best in King County and Pierce County, including the City of Seattle.

3. While working for Best, I was a resident of Washington State. I currently live in Auburn, WA.

4. During my employment with Best, I was paid on an hourly basis. I worked on both prevailing wage jobs and non-prevailing wage jobs.

1           5.       While working prevailing wage jobs, Best often did not pay me properly. Best  
2 would average my wage rate for prevailing wage jobs with that of my lower wage rate jobs that  
3 I worked any given day, thus denying me proper pay for my prevailing wage work.

4           6.       When I would take this issue to Ms. Rebecca Hamilton or Ms. Debbie, the  
5 accountant for Best, no resolution would ever occur. They failed to compensate me properly  
6 even after I would bring the issue to their attention. They frequently dismissed me after vague  
7 explanations that I did not comprehend for the issues or discrepancies. In fear of losing my job,  
8 I did not nag management about the prevailing wage rate averaging issue despite its re-  
9 occurrences.

10          7.       Best did not provide me with proper 10 minute rest breaks. I understand that  
11 under Washington law, I am entitled to an uninterrupted 10 minute paid rest break for every  
12 four hours of work where I am relieved of all my work related duties. Throughout my time  
13 working at Best, for every four hours that I worked I almost never took any proper rest breaks.

14          8.       Best made no effort to arrange my schedule to ensure that I received a paid rest  
15 break of at least ten minutes for every four hours that I worked. Best failed to instruct me to  
16 take proper rest breaks until of recent, starting around February of 2018. Moreover, Best never  
17 provided me extra compensation for my missed rest breaks. There was no avenue through  
18 which I could report my missed rest breaks to management.

19          9.       I was requested to sign a document by Ms. Hamilton. I was contacted during a  
20 safety meeting along with other employees and was told with insistence that I needed to sign  
21 the paperwork. Just as the document says, I was under the impression along with other  
22 employees, that if I signed the document, I waived my rights to a meal break and thus I would  
23 be compensated for it.

24          10.       I was not told about the pending lawsuit. Nor was I informed of the impact of  
25 the document I signed.

1 11. Best also did not provide me with proper meal breaks. I was frequently required  
2 to end meal breaks early and often I was unable to take one at all. This was due to the nature of  
3 the job.

4 12. It was my impression that if I worked through my meal break, I would be paid  
5 for that time. If I reported not taking a meal break that day, Best would still deduct 30 minutes  
6 of pay regardless. I am aware that other employees were subjected to similar treatment.

7 13. Often times, I had a load in my truck going to or from a prevailing wage job site.  
8 However, best did not pay my prevailing wage for that time. Instead best paid me at a regular  
9 travel time even though I had a load in the truck.

10 14. Every day, as a sweeping truck employee, I was required to perform a pre-trip  
11 and post-trip inspection to ensure the truck was safe and operable and to prepare for the job.  
12 Regardless of how long it took, I could only report that the inspections took no longer than 15  
13 minutes each. It typically took 30 minutes to perform a proper pre-trip inspection and even  
14 longer for the post trip inspection since I had to clean out the truck as well. I was usually only  
15 paid 15 minutes for each pre and post trip inspection. Best failed to pay me for the rest of the  
16 time that it took to complete the pre/post trip inspections. I did not take it up with management  
17 because I knew and saw firsthand what would occur if you did.

18 15. For example, on more than one occasion I witnessed very loud arguments  
19 between management and an employee. Knowing this and knowing how unrelenting  
20 management is, I would frequently drop my issues because to me some money was better than  
21 losing my job and ending with no money.

22 16. Almost every week, there would be a discrepancy of 3-4 hours from my reported  
23 working time and the hours that I was paid for. Again, I did not always take things up with  
24 management because management was never willing to take my issues seriously and  
25 compensate me properly.  
26

