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28 **UNITED STATES DISTRICT COURT**

**CENTRAL DISTRICT OF CALIFORNIA – EASTERN DIVISION**

GABRIEL CILLUFFO, KEVIN SHIRE,  
and BRYAN RATTERREE individually  
and behalf of all other similarly situated  
persons,

Plaintiffs,

vs.

CENTRAL REFRIGERATED  
SERVICES, INC., CENTRAL LEASING,  
INC., JON ISAACSON, and JERRY  
MOYES,

Defendants.

Case No. ED CV 12-00886 VAP (OPx)  
Honorable Virginia A. Phillips, Dept. 2

**PLAINTIFFS' MEMORANDUM  
OF POINTS AND AUTHORITIES  
IN OPPOSITION TO  
DEFENDANTS' MOTION FOR  
RECONSIDERATION**

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## INTRODUCTION

Defendants ask the Court to reconsider its November 8th decision ordering the arbitration of Plaintiffs' FLSA claims to proceed collectively. Doc. 61. Defendants' motion should be denied because Defendants failed to comply with Local Rule 7-3 requiring that the Parties meet and confer regarding the motion at least ten (10) days prior to filing. Defendants instead filed this motion only six (6) days after the Parties conferred on the motion and then improperly stated that such conference took place on the date Defendants sent an email requesting a call to meet and confer. Further, Defendants' motion is baseless and should be denied because Defendants utterly fail to meet the standard for reconsideration pursuant to Local Rule 7-18.

## ARGUMENT

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### **I. Defendants' Motion Should Be Denied Because Defendants Failed to Comply with Local Rule 7-3 and Incorrectly Asserted that the Meet and Confer Took Place on the Date Defendants Requested a Conference**

Defendants violated Local Rule 7-3 by failing to wait ten days following the conference of counsel to file their motion. This is not the first time that Defendants have violated the rules of this Court. *See* Doc. 53, n. 1 (violation of L.R. 11-5.3 and standing order, at 7). *See also* Doc. 61, n.1 (noting that "[t]he vehicle by which Defendants are pursuing their request -- a 'Position Statement' -- is not supported by the FRCP, Local Rules, or this Court's Standing Order.").

Defendants misrepresent to this Court that the conference required by Local Rule 7-3 took place "beginning on November 9, 2012." Doc. 67 at p. 3. This statement is false. Contrary to Defendants' claim, no conference took place until a telephone call was held on November 13, 2012. Defendants sent an email to lead Plaintiffs' counsel Dan Getman, whose offices are on the East Coast at approximately 2:00 p.m. Pacific time on Friday, November 9, 2012 requesting a conference either that day or Monday "if possible." Plaintiffs' lead counsel notified Defendants' counsel a few hours later that he was out of town and unable to meet

1 and confer until Tuesday, to which Defendants’ counsel responded, “Thank you,  
2 Dan. I will call you on Tuesday.” Declaration of Susan Martin, Exhibit A hereto.

3 It was not until Tuesday afternoon, November 13, 2012 that the parties  
4 conferred by telephone. No conference took place before this time. Under Local  
5 Rule 7-3, no motion should have been filed until November 23, 2012. Defendants  
6 filed their motion on November 19, 2012, only six days after the conference,  
7 unfairly disadvantaging Plaintiffs’ counsel.<sup>1</sup> Local Rule 7-3 provides in relevant  
8 part:

9 counsel contemplating the filing of any motion shall first contact  
10 opposing counsel to discuss thoroughly, *preferably in person*, the  
11 substance of the contemplated motion and any potential resolution. If  
12 the proposed motion is one which under the F.R.Civ.P. must be filed  
13 within a specified period of time (*e.g.*, a motion to dismiss pursuant to  
14 F.R.Civ.P. 12(b), or a new trial motion pursuant to F.R.Civ.P. 59(a)),  
15 then this conference shall take place at least five (5) days prior to the  
16 last day for filing the motion; otherwise, the conference shall take place  
17 at least ten (10) days prior to the filing of the motion.

18 Local Rule 7-3 is mandatory. Defendants’ email requesting a conference was  
19 not a conference. There was no discussion of the motion between the Parties as  
20 required by Local Rule 7-3. The Local Rule is clear that the “conference shall take  
21 place” a minimum of ten days prior to the filing of the motion. Defendants’  
22 improper shortening of Plaintiff’s time to respond so as to require briefing over the  
23

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24  
25 <sup>1</sup> If Defendants had waited the requisite ten days and filed their motion on  
26 November 23, 2012, the earliest they could have noticed their motion would have  
27 been December 24, 2012. This schedule would have provided Plaintiff until  
28 December 3, 2012 to respond instead of November 26, 2012, the Monday after  
Thanksgiving.

1 Thanksgiving holiday violates the Local Rules, demonstrates a lack of good faith  
2 and should be rejected. *See Singer v. Live Nation Worldwide, Inc.*, SACV 11-0427  
3 DOC, 2012 WL 123146 (C.D. Cal. Jan. 13, 2012) (denying motion for summary  
4 judgment where “The attempted in-writing ‘conference’ of counsel [three days  
5 before a motion was filed] is insufficient under these circumstances.”); *Alcatel-*  
6 *Lucent USA, Inc. v. Dugdale Communications, Inc.*, CV 09-2140PSGJCX, 2009 WL  
7 3346784 (C.D. Cal. Oct. 13, 2009) (“The meet and confer requirements of Local  
8 Rule 7-3 are in place for a reason, and counsel is warned that nothing short of strict  
9 compliance with the local rules will be expected in this Court. Thus, the motion is  
10 also denied for failure to comply with Local Rule 7-3.”); *Superbalife, Int’l v.*  
11 *Powerpay*, CV 08-5099, 2008 WL 4559752 (C.D. Cal. Oct. 7, 2008) (brief phone  
12 call requesting extension and confirming email were insufficient to constitute  
13 compliance with required rule regarding conferences and accordingly, motion was  
14 denied).

## 15 **II. Reconsideration is Barred By Local Rule 7-18**

16 Motions for reconsideration are disfavored and rarely granted. *Brown v. U.S.*,  
17 CV 09-8168 ABC, CR 03-847 ABC, 2011 WL 333380, at \*1 (C.D. Cal. Jan. 31,  
18 2011) (citation omitted); *see also RE/MAX MEGA GROUP v. Maxum Indem. Co.*,  
19 CV 09-06310 DDP (CTx), 2010 WL 5360142, at \*1 (C.D. Cal. Dec. 21, 2010)  
20 (reconsideration is an “extraordinary remedy”). Such motions are subject to the  
21 “stringent standards” of Local Rule 7-18. *Brown*, 2011 WL 333380 at \*1.  
22 Defendants’ motion for reconsideration should be denied because Defendants have  
23 no grounds to move for reconsideration and their motion violates Local Rule 7-18  
24 which provides:

25 A motion for reconsideration of the decision on any motion may be  
26 made only on the grounds of (a) a material difference in fact or law  
27 from that presented to the Court before such decision that in the  
28 exercise of reasonable diligence could not have been known to the party

1 moving for reconsideration at the time of such decision, or (b) the  
2 emergence of new material facts or a change of law occurring after the  
3 time of such decision, or (c) a manifest showing of a failure to consider  
4 material facts presented to the Court before such decision. No motion  
5 for reconsideration shall in any manner repeat any oral or written  
6 argument made in support of or in opposition to the original motion.

7 Courts do not grant a reconsideration motion unless the moving party establishes  
8 that one of these enumerated conditions occurred. *Quevedo v. Macy's, Inc.*, CV 09–  
9 01522 GAF (MANx), 2011 WL 6961598, at \*2 (C.D. Cal. Oct. 31, 2011).  
10 Defendants do not even pretend to meet this standard. First, they certainly have not  
11 shown any material difference in fact or law from that presented to the Court.  
12 Secondly, they have not shown new material facts or a change of law since the  
13 decision, and finally, they have not made a “manifest” showing of any material facts  
14 the Court failed to consider. To the contrary, Defendants’ reconsideration motion  
15 does only one thing – it repeats written argument made in support of the original  
16 motion -- the argument that *Stolt-Nielsen* bars a collective action – and that is the  
17 one thing specifically forbidden by Local Rule 7-18. Defendants’ motion should be  
18 denied for failure to comply with Local Rule 7-18 and for rehashing arguments  
19 already made in violation of the Local Rule.

20 In their argument for reconsideration, Defendants do not even mention much  
21 less deny that the doctrine of *expressio unius est exclusio alterius* is a commonly  
22 applied method for discerning the drafting party’s intent. Defendants do not contest  
23 that Utah law recognizes and applies the *expressio unius* doctrine.<sup>2</sup> Defendants do

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24  
25 <sup>2</sup> In *Kocherhans v. Orem City*, 266 P.3d 190, 195-96 (Utah Ct. App. 2011, the Utah  
26 Court of Appeals wrote that,

27 [the] interpretive maxim *expressio unius est exclusio alterius*, or “the  
28 expression of one thing is the exclusion of another,” applies “where in  
(footnote continued)



1 not deny that they drafted the arbitration clause and that as such, any ambiguity in  
2 its terms is to be construed against them.<sup>3</sup> Defendants do not argue that this Court  
3 wrongly applied established principle of *expressio unius*. Defendants point to no  
4 factor in Local Rule 7-18, as to which this Court’s ruling requires reconsideration.

5 Even disregarding the failure to comply with Local Rule 7-18, none of the  
6 arguments raised in support of Defendants’ motion have merit.

7 A. Stolt-Nielsen Does Not Bar Collective Arbitration in This Case

8 Defendants argue that the Court’s order to arbitrate Plaintiffs’ FLSA claims  
9 collectively is somehow precluded by *Stolt-Nielsen S.A. v. AnimalFeeds*  
10 *International Corp.*, 130 S. Ct. 1758 (2010) and that the Court overlooked this.  
11 However, Defendants addressed Plaintiffs’ argument and raised *Stolt-Nielsen* in their  
12 reply brief on the motion to compel stating:

13 \_\_\_\_\_  
14 the natural association of ideas the contrast between a specific subject  
15 matter which is expressed and one which is not mentioned leads to an  
16 inference that the latter was not intended to be included within the  
17 statute.” *See Monson v. Carver*, 928 P.2d 1017, 1024–25 (Utah 1996)  
18 (internal quotation marks omitted). Without any legal arguments to the  
19 contrary, it appears reasonable to interpret the legislature’s decision as  
20 one not expressly requiring deputy positions in light of its grant of  
21 considerable discretion to a municipality in arranging its mode of  
22 governance. With this view in mind, we conclude that Kocherhans has  
23 failed to demonstrate that the City was required by section 1106 to  
24 concentrate its deputy-like responsibilities in a single at-will “deputy”  
25 department head position, rather than to disburse those functions, as the  
26 City appears to have done, among the merit division managers within  
27 each city department.

24 *And see, Buckle v. Ogden Furniture & Carpet Co.*, 216 P. 684, 685-86 (Utah 1923)  
25 (applying *expressio unius* doctrine to legislature’s listing of causes of action which  
26 may be tried in distant jurisdictions).

27 <sup>3</sup> *See e.g. Fire Ins. Exchange v. Oltmanns*, 285 P.3d 802 (Utah Ct. App. 2012)  
28 (ambiguous contracts construed against drafter).



1 Plaintiffs incorrectly argue that a provision limiting class and  
2 consolidated actions does not encompass collective actions. Collective  
3 in this context means the same as class and consolidated. Moreover,  
4 under *Stolt-Nielsen*, Plaintiffs' distinction is irrelevant.

5 Def. Reply, Doc. 45, p.15, fn.7. Defendants' argument is nonsensical and was  
6 properly rejected by the Court. *Stolt-Nielsen* does not say anything about whether  
7 arbitration clauses prohibiting consolidated or class actions also prohibit collective  
8 actions. There was no failure to consider material facts by the Court in rejecting  
9 Defendants' argument. Indeed, other courts have rejected Defendants' claim  
10 regarding *Stolt-Nielsen*. See, e.g., *Velez v. Perrin Holden & Davenport Capital*  
11 *Corp.*, 769 F. Supp. 2d 445, 446 (S.D.N.Y. 2011) (where applicability of *Stolt-*  
12 *Nielsen* was addressed in briefing and court ordered arbitration of FLSA claims  
13 under arbitration rules of Financial Industry Regulatory Authority ("FINRA")  
14 despite FINRA prohibition of class actions because "'collective action' is not  
15 encompassed within the term 'class action'"). See 1:10-cv-03735, Doc. 32, at p. 7.

16 Further, in arguing that under *Stolt-Nielsen*, courts cannot interpret an  
17 arbitration agreement to allow collective arbitrations unless the parties have  
18 *specifically* agreed to do so, Defendants misrepresent the ruling in *Stolt-Nielsen*. The  
19 case arose from a dispute between AnimalFeeds, a supplier of animal feed, and  
20 Stolt-Nielsen, a maritime shipping company that transported AnimalFeeds products.  
21 *Stolt-Nielsen*, 130 S. Ct at 1764. The parties entered into a form contract used in the  
22 maritime trade referred to as a "charter party." *Id.* The arbitration clause in the  
23 charter party was silent with respect to whether class arbitration was permitted, but  
24 the parties went a step further and stipulated that they had reached no agreement  
25 regarding class arbitration. *Id.* at 1765. Nevertheless, AnimalFeeds filed a demand  
26 for class arbitration and the arbitration panel allowed arbitration to proceed on a  
27 class-action basis. *Stolt-Nielsen* appealed and the case eventually ended up before  
28 the Supreme Court.

1 The Court’s analysis began by noting that the arbitration panel’s ruling in  
2 favor of class arbitration “was not based on a determination regarding the parties’  
3 intent.” *Id.* at 1768, fn. 4. Rather, in permitting class arbitration “the panel simply  
4 imposed its own conception of sound policy.” *Id.* at 1769. Such policymaking  
5 clearly went beyond the authority granted to the arbitrators by the arbitration  
6 agreement itself. Consequently, the Court had little choice but to vacate the class  
7 arbitration decision. *Id.* at 1770. However, rather than remand the case to the  
8 arbitrators to reconsider, the Court then went on to analyze for itself whether the  
9 charter party permitted class arbitration. *Id.*

10 The Court began with the principle that interpretation of an arbitration  
11 agreement is controlled by state law as well the Federal Arbitration Act. *Id.* at 1773.  
12 In “construing an arbitration clause, courts and arbitrators must give effect to the  
13 contractual rights and expectations of the parties,” *id.* at 1773-74, and may not  
14 compel a party “to submit to class arbitration unless there is a contractual basis for  
15 concluding that the party *agreed* to do so.” *Id.* at 1775. Normally, in the absence of  
16 an explicit statement in an agreement regarding class arbitration, the next step would  
17 be to examine the contract as a whole to determine whether, properly construed, it  
18 evidenced such an agreement. However, the Court in *Stolt-Nielsen* had “no occasion  
19 to decide what contractual basis may support a finding that the parties agreed to  
20 authorize class-action arbitration,” *id.* at 1776, fn 10, because of *Stolt-Nielsen*’s and  
21 *AnimalFeeds*’ stipulation that “no agreement ha[d] been reached on that issue.” *Id.*  
22 at 1766. Given that stipulation, there was nothing to interpret. In the stipulated  
23 absence of an agreement to permit class arbitration, the FAA precluded the  
24 arbitration panel from imposing class arbitration. *Id.* at 1776. The Court summed up  
25 its analysis this way: “[W]e see the question as being whether the parties ‘*agreed to*  
26 *authorize* class arbitration. Here, where the parties stipulated that there was ‘no  
27 agreement’ on that question, it follows that the parties cannot be compelled to  
28 submit their dispute to class arbitration.” *Id.*

1 Two important principles arise from *Stolt-Nielsen*: First, the question of  
2 whether an arbitration agreement permits class arbitration cannot be decided on  
3 policy grounds, but instead must be decided based on the intent of the parties.  
4 Second, the fact that an agreement does not explicitly reference class arbitration  
5 does not decide the issue unless, as in *Stolt-Nielsen*, the parties stipulate that there  
6 was no agreement on class arbitration. Absent such a stipulation – and there is none  
7 here – the ordinary rules of contract interpretation must be applied to discern  
8 whether an agreement, properly construed, reflects an intent to permit class  
9 arbitration. *See generally, Smith & Wollensky Restaurant Group, Inc., v. Passow et*  
10 *al.*, 831 F. Supp. 2d 390 (D. Mass. 2011) (finding that absent a stipulation barring  
11 class actions *Stolt Neilson* requires an arbitrator to “decide what contractual basis  
12 may support a finding that the parties agreed to authorize class-action arbitration”);  
13 *Galakhova v. Hooters of America, Inc.*, 34-2010-00073111-CU-OE-GDS (CA. Sup.  
14 Ct., Sacramento County July 27, 2010 (same) (Exhibit B attached hereto); *Fisher v.*  
15 *Gen. Steel Domestic Sales, LLC*, No. 10-cv-01509-WYD-BNB, 2010 WL 3791181  
16 (D. Colo. Sept. 22, 2010) (analyzing holding of *Stolt-Nielsen*).

17 Contrary to Defendants’ assertions, *Stolt-Nielsen* in no way holds that an  
18 arbitration agreement must expressly and specifically state that the parties agree to  
19 collective arbitration in order to find that the parties intended such collective  
20 arbitration to be permitted. As the District Court for the Northern District of  
21 California in *Vazquez v. ServiceMaster Global Holding Inc.* explained:

22 [I]n *Stolt–Nielsen*, the Supreme Court was using the word “‘silent’ in  
23 the sense that they had not reached any agreement,” not in the literal  
24 sense that there were no words in the contract discussing class  
25 arbitration one way or the other. *See* 130 S. Ct. at 1768. **The Supreme**  
26 **Court has never held that a class arbitration clause must explicitly**  
27 **mention that the parties agree to class arbitration in order for a**  
28 **decisionmaker to conclude that the parties consented to class**

1       **arbitration.** Rather, the Supreme Court has held that parties must  
2       *consent* to class arbitration. *Id.* at 1775... In *Stolt–Nielsen* itself, the  
3       Supreme Court indicated that it would be appropriate for the  
4       decisionmaker to consider the “sophisticat[ion]” of the parties, and  
5       even the “tradition of class arbitration” in the field, when determining  
6       whether a contract was truly “silent” as to class arbitration. 130 S. Ct.  
7       at 1775. In this case, the failure to mention class arbitration in the  
8       arbitration clause itself does not necessarily equate with the “silence”  
9       discussed in *Stolt–Nielsen*.

10       C 09–05148 SI, 2011 WL 2565574, at \*3 fn 1 (N.D. Cal. June 29, 2011) (emphasis  
11       added). *See also Jock v. Sterling Jewelers Inc.*, 646 F.3d 113, 124, 125-26 (2d Cir.  
12       2011) (“*Stolt–Nielsen*... did not create a bright-line rule requiring that arbitration  
13       agreements can only be construed to permit class arbitration where they contain  
14       express provisions permitting class arbitration... *Stolt–Nielsen* did not hold that the  
15       intent to agree to [class] arbitration must be stated expressly in an arbitration  
16       agreement”).

17       Here, this Court correctly applied ordinary rules of contract interpretation,  
18       specifically the doctrine of *expressio unius est exclusio alterius*. The Court was  
19       presented with and considered the sophistication of the parties, the tradition of  
20       collective actions in FLSA claims, and full briefing as to whether the parties’  
21       agreement was truly “silent” as to collective arbitration. And here, the Court found  
22       that Defendants, who are admittedly sophisticated corporate entities, drafted the  
23       arbitration clause. The contract between the parties clearly shows that Defendants  
24       were concerned that Plaintiffs might claim that they were employees and thus be  
25       subject to the Fair Labor Standards Act,<sup>4</sup> but still specifically left out collective  
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27       <sup>4</sup> Indeed, Defendants’ contract clearly is written with knowledge of possible FLSA  
28       (footnote continued)

1 actions from the waiver that included consolidated and class actions. Thus, under the  
2 doctrine of *expressio unius est exclusio alterius*, the Court correctly held that the  
3 arbitration agreement, properly construed, reflected an intent to permit class  
4 arbitration. *Stolt-Nielsen*, and the other cases cited by Defendants do not invalidate  
5 the reasoning of the Court that the arbitration agreement authorizes FLSA collective  
6 actions.

7 B. The Consolidation and Class Waiver Does *Not* Refer to “Both Parties”  
8 But To “The Parties”

9 Defendants make a new argument that the parties’ intent was to preclude  
10 collective arbitration when they write that “The arbitration clause refers to “both  
11 parties” and does **not** ever refer to “*all* parties” or use any other collective or group  
12 wording that could suggest that a collective action claim was authorized.” Def.  
13 Reconsid. Br., Doc. 67, p. 19. First, this argument is improper as it is an argument  
14 that could have been made through the exercise of diligence by Defendants in their  
15 motion to compel or their reply brief. This argument could have been raised by  
16 Defendants in their reply to Plaintiffs’ argument on the motion to compel — that the  
17 exclusion of collective actions from the waiver should be read as consent to  
18 collective action arbitrations — but they never did so and the new argument is thus  
19 waived. *See, e.g., Elephant Butte Irr. Dist. of New Mexico v. U.S. Dept. of Interior*,  
20 538 F.3d 1299, 1303-04 (10th Cir. 2008) (plaintiffs waived argument raised for the  
21 first time on motion for reconsideration because argument could have been raised in

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22  
23 claims arising from the independent contractor Agreement giving Defendants total  
24 control over the drivers, by stating, “The parties agree that this [exclusive  
25 possession, control and use] provision is set forth solely to conform with FMCSA  
26 regulations, and shall not be used for any other purposes, including any attempt to  
27 classify CONTRACTOR as an employee of COMPANY.” Defendants were well  
28 aware of the existence of possible employment claims such as the FLSA, when  
drafting the Agreement, but they simultaneously excluded collective actions from  
the waiver contained in the arbitration clause. *See, e.g., Doc. 27-1, at p. 8 of 184.*

1 response to defendant’s original motion); *Lesende v. Borrero*, 06–4967 (DRD),  
2 2011 WL 6001097, at \*4 (D.N.J. Nov. 30, 2011) (same); *Dolis v. Gilson*, 07 C 1816,  
3 2010 WL 1687886, at \*4 (N.D. Ill. Apr. 26, 2010) (same); *Townhouses of Highland*  
4 *Beach Condominium Ass’n, Inc. v. QBE Ins.*, 504 F. Supp. 2d 1307, 1312 (S.D. Fla.  
5 2007) (defendant waived argument raised for the first time on motion for  
6 reconsideration because argument could have been raised in original motion).

7         Second, the argument is meritless. The wording “both parties” is hardly  
8 determinative, even if it had been used, which it was not in the waiver provision.  
9 The word “both” does not necessarily convey individuality as opposed to grouping.  
10 There is no dispute that the contract is between all of the drivers and the company,  
11 but that does nothing to address whether the claims of the drivers under their  
12 contracts with the company can be tried collectively. Further, the waiver of  
13 consolidated and class actions clause itself refers to “the parties” not to “both  
14 parties” as Defendants suggest.<sup>5</sup>

15         C.     The November 8th Order Did Not Contradict the September 24th Order

16         Defendants’ reconsideration motion also claims that this Court’s September  
17 24th ruling “**implicitly granted**” their motion to compel individual arbitration of the  
18 FLSA claims and the November 8th clarification order “directly contradicts” the  
19 September 24 Order” which they claim was caused by Plaintiffs’ failure to advise  
20 the Court that its September 24th ruling sent the FLSA claims to individual  
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22  
23 <sup>5</sup> The consolidation and class waiver says “If a court or arbitrator decides for any  
24 reason not to enforce this ban on consolidated or class arbitrations, *the parties* agree  
25 that this provision, in its entirety, will be null and void” (emph. added) and “the  
26 parties agree that this Agreement is not an exempt ‘contract of employment.’” Thus,  
27 in fact, the agreement explicitly does refer to “the parties” in broad plural rather than  
28 “both parties” exclusively in the section dealing with the consolidation and class  
waiver.



1 arbitration. Doc. 67, p. 20-21. These suggestions are an offensive and nonsensical  
2 attempt to bring Defendants' reconsideration motion closer to the permitted  
3 reconsideration terms of Local Rule 7-18. Plaintiffs' counter-statement was based  
4 on a careful and truthful reading of the September 24th Order. This Court's  
5 November 8th clarification made clear that the September 24th Order did not find  
6 the arbitration agreement to explicitly bar collective actions. Defendants' attempt to  
7 re-characterize the briefing and this Court's rulings are improper and provide no  
8 grounds for reconsideration.

9 D. Collective Arbitrations are More Efficient

10 Defendants argue that the Court's order directing that the FLSA claims be  
11 arbitrated collectively would be inefficient and costly. Here again, Defendants are  
12 asserting an argument that they failed to assert on the motion to compel or reply.  
13 Further, while the question here is what the agreement permits, if efficiency and low  
14 cost were determinative, individual arbitrations would be forbidden on all claims.

15 A collective FLSA arbitration handling hundreds of similar claims in a single  
16 proceeding is far more efficient than having hundreds of separate arbitrations  
17 separately determine the same questions, where each Plaintiff and each Defendant  
18 will have to separately choose and pay for separate arbitrators to hear the same  
19 questions over and over again. Furthermore, some claimants may have FLSA claims  
20 and no other claims, or some may choose to participate in the FLSA collective  
21 action though not to bring their own individual arbitration raising the forced labor  
22 claim. Compelling individual adjudication of the FLSA claims that all raise the  
23 same legal and factual issues would clearly be more onerous and less efficient than  
24 determination of the claims through a single arbitration.

25 Congress intended the collective action provision set forth in 29 U.S.C.  
26 §216(b) to further efficiency and lower the cost for employees such as the Plaintiffs  
27 to bring their FLSA claims. "A collective action allows [] plaintiffs the advantage of  
28 lower individual costs to vindicate rights by the pooling of resources. The judicial

1 system benefits by efficient resolution in one proceeding of common issues of law  
2 and fact arising from the same alleged discriminatory activity.” *Hoffmann-La Roche*  
3 *Inc. v. Sperling*, 493 U.S. 165, 170 (1989). The Court recognized this very principle  
4 in *Hoffman v. Construction Protective Services, Inc.*, No. EDCV 03–01006, 2004  
5 WL 5642136, at \*5 (C.D. Cal. 2004) (Phillips, J) (“Congress has stated its policy  
6 that [these] plaintiffs should have the opportunity to proceed collectively. A  
7 collective action allows ... plaintiffs the advantage of lower individual costs to  
8 vindicate rights by the pooling of resources. The judicial system benefits by efficient  
9 resolution in one proceeding of common issues of law and fact arising from the  
10 same alleged discriminatory activity.”). A collective arbitration will be more, not  
11 less efficient.

12 In any event, efficiency of the outcome is no basis for reversing the decision,  
13 correctly made, that the arbitration agreement here permits collective FLSA  
14 arbitration.

### 15 CONCLUSION

16 For the foregoing reasons Plaintiffs respectfully request that Defendants’  
17 motion for reconsideration should be denied.

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