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UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA

JULIA BERNSTEIN, et al.,
Plaintiffs,
v.
VIRGIN AMERICA, INC.,
Defendant.

Case No.15-cv-02277-JST

**ORDER DENYING MOTION FOR
LEAVE TO FILE A MOTION FOR
RECONSIDERATION**

Re: ECF No. 127

United States District Court
Northern District of California

Before the Court is Defendant Virgin America, Inc.’s motion for leave to file a motion for reconsideration or, in the alternative, an order certifying the summary judgment order for interlocutory appeal. ECF No. 127. The Court will deny the motion.

I. MOTION FOR LEAVE TO FILE A MOTION FOR RECONSIDERATION

Under Civil Local Rule 7–9(a), “any party may make a motion before a Judge requesting that the Judge grant the party leave to file a motion for reconsideration of any interlocutory order on any ground set forth in Civil LR. 7–9 (b).” The party seeking reconsideration must show that at least one of the following grounds for reconsideration is present:

- (1) That at the time of the motion for leave, a material difference in fact or law exists from that which was presented to the Court before entry of the interlocutory order for which reconsideration is sought . . . ; or
- (2) The emergence of new material facts or a change of law occurring after the time of such order; or
- (3) A manifest failure by the Court to consider material facts or dispositive legal arguments which were presented to the Court before such interlocutory order.

Civ. L.R. 7-9(b).

Virgin seeks reconsideration of the Court’s summary judgment order on all three grounds. ECF No. 127 at 21. First, Virgin argues that the Court manifestly failed to consider facts and

1 dispositive legal arguments related to federal preemption of the Plaintiffs’ meal and rest break
 2 claims and the application of California law to Plaintiff Bernstein. ECF No. 127 at 21-26, 30-32.
 3 Second, Virgin argues that the California Supreme Court’s recent decision in Augustus v. ABM
 4 Sec. Servs., Inc. “is new, material authority that impacts the preemption analysis.” Id. at 21.
 5 Finally, Virgin argues that “the Summary Judgment Order creates a change in the law of the case
 6 impacting the Class Certification Order.” Id. After careful consideration of the motion for leave,
 7 the Court concludes that none of the grounds for reconsideration is satisfied here.

8 **A. Field Preemption**

9 With respect to field preemption, Virgin argues that “the Court did not address why in-
 10 flight safety is *not* a proper field for consideration.” ECF No. 127 at 9. The Court already
 11 considered, and rejected, this argument. ECF No. 121 at 23-24, n. 11-12; Civ. L.R. 7-9(c)
 12 (prohibiting repetition of argument in a motion for leave to file a motion for reconsideration).

13 Virgin also argues that the Court “manifestly failed to consider that a single regulation can
 14 occupy a relevant field to warrant preemption of a state law, the purpose and history of C.F.R.
 15 § 121.467, or the nature of the ITMs’ work.” ECF No. 127 at 9. The Court did not reject Virgin’s
 16 field preemption argument based solely on the fact that there was just a single regulation that
 17 addressed the defined field. The Court explained that 14 C.F.R. § 121.467(b), in addition to being
 18 the “only [Federal Aviation Regulation] that actually regulates the provision of breaks to flight
 19 attendants,” “can hardly be described as comprehensive, detailed or pervasive enough to justify
 20 federal preemption of the field.” ECF No. 121 at 24. That regulation simply establishes a
 21 maximum duty period of fourteen hours (with some exceptions) and a minimum rest period of
 22 nine hours between duty periods; it says absolutely nothing about the provision of meal or rest
 23 breaks during those duty periods. This contrasts starkly with the “exhaustive” regulation at issue
 24 in Federation of the Blind, which “pervasively regulate[d] the accessibility of airport kiosks” and
 25 “inform[ed] airlines with striking precision about the attributes their accessible kiosks must have.”
 26 Federation of the Blind, 813 F.3d at 734-35.

27 **B. Conflict Preemption**

28 With respect to conflict preemption, Virgin argues that the Court manifestly failed to

1 consider the conflict between the “unpredictable” and “irregular” factual context of airline
2 employment, on the one hand, and the “rigid and mandatory requirements of California law,” on
3 the other hand. ECF No. 127 at 9-10. Again, the Court already considered and rejected this
4 argument. ECF No. 121 at 25.

5 Virgin argues that the California Supreme Court’s recent decision in Augustus v. ABM
6 Sec. Servs., Inc., 2 Cal. 5th 257 (2016) “is new, material authority that impacts the preemption
7 analysis.” ECF No. 127 at 21, 24, n. 9. That case does not represent a material change in the law;
8 it simply repeats the well-established principle that, “[d]uring required rest periods, employers
9 must relieve their employees of all duties and relinquish any control over how employees spend
10 their break time.” Augustus, 2 Cal. 5th at 260. Indeed, the Augustus court cited a 2012 case for
11 that proposition. See id. (citing Brinker Restaurant Corp. v. Superior Court, 53 Cal. 4th 1004,
12 1038-39 (2012)). In fact, in several respects Augustus supports, rather than undermines, this
13 Court’s prior order. The Augustus court explained that “[s]everal options nonetheless remain
14 available to employers who find it especially burdensome to relieve their employees of all duties
15 during rest periods—including the duty to remain on call.” 2 Cal. 5th at 272. Those options
16 include “provid[ing] employees with another rest period to replace one that was interrupted,” or
17 “pay[ing] the premium pay set forth in [the relevant wage order and Cal. Labor Code Section
18 226.7].” Id.¹ The Augustus court clarified that “[n]othing in our holding circumscribes an
19 employer’s ability to reasonably reschedule a rest period when the need arises.” Id. at 271. The
20 Augustus court also acknowledged the relevant wage order’s exception for on-duty meal breaks
21 when “the nature of the work prevents an employee from being relieved of all duty and when by
22 written agreement.” Augustus, 2 Cal. 5th at 264, n. 9.² The court noted yet another “option for
23 employers” who consistently fail to provide duty-free breaks: “If an employer seeks to be excused
24 generally from compliance with the obligation to provide rest periods free of all duty and
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27 ¹ The wage order for the transportation industry similarly allows employers to pay a premium of
one hour of pay at the employee’s regular rate for each workday that a meal period or rest period
is not provided. Cal. Code Regs. tit. 8, § 11090, Wage Order 9-2001 ¶¶ 11(D), 12(B).

28 ² The wage order for the transportation industry includes a similar provision. Cal. Code Regs. tit.
8, § 11090, Wage Order 9-2001 ¶ 11(C).

1 employer control, the employer should avail itself of the opportunity to request from the DLSE an
2 exemption.” Id. at 281.³ Id. at 272, n. 14.

3 In sum, California’s meal and rest break requirements give employers like Virgin some
4 flexibility if the nature of the employee’s work prevents off-duty breaks, and therefore Virgin can
5 comply with both the Federal Aviation Regulations and California’s meal and rest break
6 requirements. Virgin, who bears the burden of proof with respect to the affirmative defense of
7 federal preemption, does not claim to have availed itself of any of these options and has failed to
8 demonstrate a conflict between the federal regulations and California’s meal and rest break
9 requirements. Bruesewitz v. Wyeth LLC, 562 U.S. 223, 251, n. 2 (2011).

10 C. ADA Preemption

11 Next, Virgin argues that the Court improperly relied on the Ninth Circuit’s decision in
12 Dilts v. Penske Logistics, LLC, 769 F.3d 637 (9th Cir. 2014) because that decision was “limited in
13 its reach” and should not apply to interstate airline employees. ECF No. 127 at 10, 25-26. Virgin
14 further argues that the Court “disregarded” pre-Dilts case law and failed to consider “material
15 evidence” regarding the impact that California’s meal and rest break laws would have on Virgin’s
16 routes and services. Id.

17 As the Court explained in the summary judgment order, “the Ninth Circuit’s decision in
18 Dilts v. Penske Logistics, LLC . . . squarely rejected the preemption argument that Virgin makes
19 here.” ECF No. 121 at 26. The Court also explained that Dilts is not distinguishable on the
20 ground that it dealt with preemption under the Federal Aviation Administration Authorization Act
21 (“FAAAAA”), rather than the ADA, because “‘the FAAAA was modeled on the [ADA]’ and
22 ‘us[es] text nearly identical to the [ADA’s], including the exact preemption language at issue in
23 this case.’” Id. (quoting Dilts, 769 F.3d at 643-44).⁴ As the Dilts court explained, “Congress
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25 ³ The wage order for the transportation industry also allows an employer to seek an exemption
26 from the rest period requirement if, in the discretion of the DLSE, the rest period requirement
“would not materially affect the welfare or comfort of employees and would work an undue
hardship on the employer.” Cal. Code Regs. Tit. 8, § 11090, Wage Order 9-2001 ¶ 17.

27 ⁴ Virgin argues that there is a difference between the preemption language in the ADA and the
28 FAAAA. ECF No. 127 at 26. The only difference between the ADA and the FAAAA “is that
the latter contains the additional phrase ‘with respect to the transportation of property,’ which is
absent from the [ADA] and which ‘massively limits the scope of preemption ordered by the

1 meant to create parity between freight services provided by air carriers and those provided by
 2 motor carriers.” Dilts, 769 F.3d at 644. In sum, the Court rejected Virgin’s ADA preemption
 3 argument because Dilts is directly on point, “all of the cases that Virgin relie[d] on predate
 4 [Dilts],” and “Virgin offer[ed] no persuasive argument as to why identical language in a statute
 5 with an identical purpose should be interpreted differently merely because it applies to a different
 6 industry.” ECF No. 121 at 26-27.

7 Virgin now relies on the amicus brief that the Department of Transportation filed in Dilts
 8 to argue that the holding should not apply to airline employees. ECF No. 127 at 26. As an initial
 9 matter, this is a new argument that was not previously “presented to the Court” as required by
 10 Local Rule 7-9(b)(3). “Generally, motions for reconsideration . . . are not the place for parties to
 11 make new arguments not raised in their original briefs.” Gray v. Golden Gate Nat. Recreational
 12 Area, 866 F. Supp. 2d 1129, 1132 (N.D. Cal. 2011) (citing Northwest Acceptance Corp. v.
 13 Lynnwood Equip., Inc., 841 F.2d 918, 925–26 (9th Cir. 1988)). In any event, and contrary to
 14 Virgin’s assertion, the Ninth Circuit did not “heavily rel[y]” on that amicus brief. ECF No. 127 at
 15 25. Although the court found the Department of Transportation’s amicus brief to be “persuasive,”
 16 it noted that it “would reach the same result in the absence of the agency’s brief,” and explained at
 17 the outset of its ADA preemption analysis that this was not even a “close case[.]” Dilts, 769 F.3d
 18 at 650, 647. Given the limited role that the amicus brief played in the Ninth Circuit’s decision, the
 19 Court finds it inappropriate to consider portions of that brief that the Ninth Circuit did not even
 20 mention in its opinion. This approach is particularly sound in light of Virgin’s failure to
 21 previously present this argument to the Court.⁵

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 24 FAAAA.” Dilts, 769 F.3d at 644 (internal citations omitted). That difference is completely
 25 immaterial here, and therefore this argument is meritless.

26 ⁵ The Court also notes that at least two district courts *have* applied Dilts to the airline industry.
 27 See Valencia v. SCIS Air Sec. Corp., 241 Cal. App. 4th 377, 385 (2015), review denied (Jan. 27,
 28 2016) (holding that plaintiff’s meal and rest break claims against employer who performed
 security checks on catering equipment for airplanes was not preempted by the ADA) (citing Dilts,
 769 F.3d at 637); Air Transp. Ass’n of Am., Inc. v. Port of Seattle, No. C14-1733-JCC, 2014 WL
 12539373, at *3 (W.D. Wash. Dec. 19, 2014) (finding that the plaintiffs, an airline trade
 organization and an airline contractor, were not likely to succeed on the merits of their claim that
 the Port of Seattle’s rules regarding employment standards, compensation, and time off for
 covered employees were preempted by the ADA) (citing Dilts, 769 F.3d at 647).

1 Virgin also tries to distinguish Dilts on the ground that “the Ninth Circuit acknowledged
2 that it was dealing exclusively with *intrastate* drivers who worked entirely within California and,
3 thus, were not subject to the laws of any other state.” ECF No. 127 at 26 (emphasis in original).
4 This argument fails for two reasons.

5 First, although this factual distinction could be relevant to other issues in this case—
6 namely, the extraterritorial application of California law and the dormant commerce clause
7 analysis⁶—it is unclear how the interstate nature of the job impacts the ADA preemption analysis.
8 Indeed, the Dilts court explained that “[t]he fact that laws may differ from state to state is not, on
9 its own, cause for FAAAA preemption” because “Congress was concerned only with those state
10 laws that are significantly ‘related to’ prices, routes, or services.” Dilts, 769 F.3d at 647-48. The
11 Dilts court ultimately concluded that California’s meal and rest break laws—the exact same laws
12 at issue in this case—are not related to prices, routes, or services, and are therefore “permissible”
13 even though they may differ from similar laws adopted in neighboring states. Id.

14 Second, the only mention of the “intrastate” nature of the Dilts employees’ work appears
15 as dicta in a footnote. Id. at 648, n. 2. There, the Dilts court explained that it did not need to
16 resolve the “open issue” as to whether a federal law can preempt a state law on an as-applied basis
17 because it found that “California’s meal and rest break laws, as generally applied to motor carriers,
18 are not preempted.” Id. It went on to explain that, if it were to construe the preemption argument
19 as an “as-applied” challenge with respect to the particular defendant motor carriers in that case,
20 “the argument against preemption [is] even stronger” because “Plaintiff drivers work on short-haul
21 routes and work exclusively within the state of California” and “are not confronted with a
22 ‘patchwork’ of hour and break laws.” Id. This footnote makes clear that the intrastate nature of
23 the employees’ work provided further support for, but was not essential to, the court’s holding. To
24 the extent the interstate nature of the flight attendants work is somehow relevant to ADA
25 preemption, Virgin is not being asked to comply with a “patchwork” of each state’s wage and hour
26 laws. ECF No. 121 at 16-17. In fact, “Virgin has presented no evidence to support its contention
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28 ⁶ Virgin does not seek reconsideration regarding, and Dilts does not address, either of those issues.

1 that it will be required to comply with other states' laws." *Id.* Rather, "Virgin is simply being
 2 required [to] comply with the law of the state where it chose to headquarter its business, where its
 3 California-resident employees performed work based out of California airports, and where it made
 4 critical decisions regarding how it would compensate its employees that are not being challenged
 5 in this lawsuit." *Id.* Therefore, as in *Dilts*, applying California's meal and rest break laws to
 6 Virgin "would not contribute to an impermissible 'patchwork' of state-specific laws." *Dilts*, 769
 7 F.3d at 647.

8 **D. Application of California Law to Bernstein**

9 Next, Virgin argues that the Court's holding regarding the application of California law to
 10 Plaintiff Bernstein fails to consider undisputed, material evidence. ECF No. 127 at 30.
 11 Specifically, Virgin argues that the Court failed to consider that "Bernstein admits that she lived in
 12 New York in 2011 and in Florida in 2012" and that "she did not file a California income tax return
 13 in 2012—a year in which her paystubs were addressed to a Florida address." ECF No. 127 at
 14 30-31. Virgin contends that, because "Bernstein was not a California resident in 2012, she cannot
 15 be a member of the California Resident Subclass for that year, and at a minimum, cannot assert a
 16 claim under California Labor Code § 226 (Wage Statements) for that time period." *Id.* at 31, n.
 17 12. Virgin also argues that Bernstein was not based out of San Francisco International Airport
 18 ("SFO") during the course of her employment with Virgin. *Id.* at 31.

19 Bernstein's residency in 2012 is a non-issue: Plaintiffs already conceded in their motion
 20 for class certification briefing that, "[a]lthough Bernstein filed taxes in California in 2011 (a year
 21 in which she transitioned from California to New York) and will be included in the subclass for
 22 2011, she did not file taxes in California in 2012, and will therefore be excluded from the subclass
 23 in 2012." ECF No. 84 at 14, n. 26. The Court now reaffirms that the fact that Bernstein filed her
 24 taxes in California in 2011 is sufficient to both identify her as a member of the California Resident
 25 Subclass for that year and to create a triable factual issue regarding her residency.⁷ ECF No. 121
 26 at 8, n. 2; see also *Sarviss v. Gen. Dynamics Info. Tech., Inc.*, 663 F. Supp. 2d 883, 899 (C.D. Cal.

27 _____
 28 ⁷ In addition, Bernstein's wage statements consistently reflect a California address between June 2010 and January 2012. ECF No. 101-23 at 34-71.

1 2009) (finding that the plaintiff was “a California resident who presumably received his pay in
 2 California” because “he paid California taxes”). Moreover, given the wealth of other factors that
 3 support the application of California law, including Virgin’s deep ties to California and the fact
 4 that the wrongful conduct occurred in California, the fact that Bernstein did not file her taxes in
 5 California in 2012 does not alter this Court’s conclusion that California law applies to her claims.⁸
 6 See ECF No. 121 at 7-8.

7 Virgin’s arguments regarding Bernstein’s base airport and the nature of her flight
 8 schedules also fail. Bernstein declared that “[she] was based at SFO for [her] entire employment
 9 at Virgin” because Virgin only had one based airport (SFO) during her employment with them.
 10 ECF No. 101-33 ¶ 3-4. Virgin’s Director of Inflight confirmed that “[a]ll InFlight Team Members
 11 were based out of SFO until LAX became a base in April 2013.” ECF No. 71-3 ¶ 8. Even though
 12 her pairings started and ended in New York, Plaintiffs’ expert calculated that “[o]ver 95 percent of
 13 flights that Julia Bernstein worked within the sample either arrived to or departed from a
 14 California airport, and she performed work in California for 100 percent of her workdays.” ECF
 15 No. 101-38 ¶ 6. Even Virgin’s expert concluded that Bernstein spent entire days in California
 16 during which she was potentially eligible for a meal period and rest break. ECF No. 98-2 at 6.
 17 Therefore, the Court did not manifestly fail to consider evidence regarding Bernstein’s base airport
 18 and the nature of her flight schedules. ECF No. 121 at 2.

19 **E. Reconsideration of the Court’s Class Certification Order**

20 Finally, Virgin argues that the Court’s summary judgment order warrants reconsideration
 21 of the prior class certification order. ECF No. 127 at 32-33. Virgin argues that, because
 22 Bernstein’s 2011 California income tax return “create[d] a triable factual issue” regarding her
 23 residency, and did not “confirm Bernstein’s residency,” the Court must reconsider its prior holding
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25 ⁸ The Court also notes that the Class is defined to include “[a]ll individuals who have worked as
 26 California-based flight attendants of Virgin America, Inc. *at any time during the period from*
 27 *March 18, 2011 . . . through the date established by the Court for notice of certification of the*
 28 *Class.”* ECF No. 104 at 28-29 (emphasis added). The California Resident Subclass uses the same
 time frame and includes “[a]ll individuals who have worked as California-based flight attendants
 of Virgin America, Inc. while residing in California *at any time during the Class Period.”* *Id.*
 (emphasis added).

1 that it could identify California Resident Subclass members by looking to Virgin’s business
2 records or tax records. Id. Virgin also argues that individual class member investigations into
3 residency and the right to recover for meal and rest break claims will now predominate over
4 common questions. ECF No. 127 at 33.

5 Virgin misunderstands both the ascertainability requirement and the Court’s class
6 certification order. The purpose of the ascertainability requirement is to ensure that the class
7 definition allows a court to feasibly identify class members. Vietnam Veterans of Am. v. C.I.A.,
8 288 F.R.D. 192, 211 (N.D. Cal. 2012); Newberg on Class Actions § 3:3 (5th ed.). Again, the
9 Court can feasibly do so here by looking to Virgin’s business records and the state where each
10 flight attendant paid income taxes. ECF No. 104. This information will allow the Court to easily
11 identify both California-based and California resident flight attendants during the relevant time
12 period.⁹ Id. As the Court explained in the class certification order, ascertainability does *not*
13 require that every member of the class ultimately win on the merits, and Virgin cannot “defeat
14 class certification by pointing to the possibility that certain members of the class will not be able
15 to recover on their claims.” ECF No. 104 at 20. Therefore, the fact that the Court did not
16 definitively “confirm Bernstein’s residency” as a matter of law does not defeat class certification.

17 Nor will individual questions regarding residency and breaks predominate over issues
18 common to the class. Although residency turns on several factors, California’s Franchise Tax
19 Board instructs potential filers to carefully consider those factors to determine whether they are a
20 California resident who is subject to California income tax. See Whittell v. Franchise Tax Bd.,
21 231 Cal. App. 2d 278, 286–88 (Ct. App. 1964); State of California Franchise Tax Board,
22 Publication 1031, available online at https://www.ftb.ca.gov/forms/2015/15_1031.pdf. Because
23 California Resident Subclass members have already made a determination regarding their
24 residency, filed a California tax return, and/or provided Virgin with a California address during the
25 class period, residency will likely be undisputed for the vast majority of subclass members, thus
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27 ⁹ Moreover, as the Court noted in its class certification order, “every member of the proposed
28 California Resident Subclass is also a member of the proposed Class.” ECF No. 104 at 11. Virgin
does not dispute that its records allow the Court to easily identify Class members.

1 reducing the potential for mini-trials regarding this issue. And, just as the parties' respective
 2 experts calculated the Plaintiffs' missed breaks by looking at the length of their duty periods
 3 (which are available on in the AIMS and CrewTrac records), the same calculation can be done for
 4 class members. ECF No. 101-38 at 14-15; ECF No. 98-2 at 6-7. As Virgin admitted in its motion
 5 to strike the Plaintiffs' expert report, the number of breaks that each class member missed is a
 6 damages issue, not a liability issue. ECF No. 74 at 6. And "damage calculations alone cannot
 7 defeat certification." Leyva v. Medline Indus. Inc., 716 F.3d 510, 513 (9th Cir. 2013) (quoting
 8 Yokoyama v. Midland Nat'l Life Ins. Co., 594 F.3d 1087, 1094 (9th Cir. 2010)). Indeed, because
 9 "damages determinations are individual in nearly all wage-and-hour class actions," decertifying a
 10 class on that basis "may well be effectively to sound the death-knell of the class action device."
 11 Id. (quoting Brinker Rest. Corp. v. Superior Court, 53 Cal. 4th 1004 (2012)). The overwhelming
 12 common issues in this case—namely, whether "Virgin's company-wide policies regarding its
 13 flight attendants' working conditions and pay" violate California law—remain the same. ECF No.
 14 104 at 20-25.

15 ***

16 The Court denies the motion for leave to file a motion for reconsideration.

17 **II. MOTION FOR CERTIFICATION FOR INTERLOCUTORY APPEAL**

18 As an alternative to reconsideration, Virgin moves to certify the following two questions
 19 for interlocutory appeal pursuant to 28 U.S.C. § 1292(b): (1) whether California's meal and rest
 20 break laws are preempted under any of the three preemption theories advanced by Virgin; and (2)
 21 whether any class or subclass based on residence can be maintained when individual triable issues
 22 of fact would exist as to each putative class member's residence. ECF No. 127 at 11, 26-30.

23 The final judgment rule ordinarily provides that courts of appeal shall have jurisdiction
 24 only over "final decisions of the district courts of the United States. 28 U.S.C. § 1291. However,
 25 "[w]hen a district judge, in making in a civil action an order not otherwise appealable under this
 26 section, shall be of the opinion that such order involves a controlling question of law as to which
 27 there is substantial ground for difference of opinion and that an immediate appeal from the order
 28 may materially advance the ultimate termination of the litigation, he shall so state in writing in

1 such order.” 28 U.S.C. § 1292(b). “Certification under § 1292(b) requires the district court to
 2 expressly find in writing that all three § 1292(b) requirements are met.” Couch v. Telescope Inc.,
 3 611 F.3d 629, 633 (9th Cir. 2010). “These certification requirements are (1) that there be a
 4 controlling question of law, (2) that there be substantial grounds for difference of opinion, and (3)
 5 that an immediate appeal may materially advance the ultimate termination of the litigation.” In re
 6 Cement Antitrust Litig. (MDL No. 296), 673 F.2d 1020, 1026 (9th Cir. 1981), aff’d sub
 7 nom. Arizona v. Ash Grove Cement Co., 459 U.S. 1190 (1983). Section 1292(b) is a departure
 8 from the normal rule that only final judgments are appealable, and therefore must be construed
 9 narrowly.” James v. Price Stern Sloan, Inc., 283 F.3d 1064, 1067 n.6 (9th Cir. 2002). To that end,
 10 “section 1292(b) is to be applied sparingly and only in exceptional cases.” In re Cement Antitrust
 11 Litigation, 673 F.2d at 1027.

12 Virgin has failed to show that there is a substantial ground for difference of opinion
 13 regarding federal preemption of Plaintiffs’ meal and rest break claims. Courts determine whether
 14 there is a “substantial ground for difference of opinion” by examining “to what extent the
 15 controlling law is unclear.” Couch, 611 F.3d at 633. Traditionally, courts will find that a
 16 substantial ground for difference of opinion exists where “the circuits are in dispute on the
 17 question and the court of appeals of the circuit has not spoken on the point, if complicated
 18 questions arise under foreign law, or if novel and difficult questions of first impression are
 19 presented.” Id. (quoting 3 Federal Procedure, Lawyers Edition § 3:212 (2010) (footnotes
 20 omitted)). The Ninth Circuit’s decision in Dilts dealt with the exact same laws at issue here—
 21 California’s meal and rest break requirements—and held that those laws were not preempted
 22 under the FAAAA, which was modeled on the ADA includes the exact preemption language at
 23 issue here. Dilts, 769 F.3d at 647-48 (holding that “California’s meal and rest break requirements
 24 plainly are not the sorts of laws ‘related to’ prices, routes, or services that Congress intended to
 25 preempt,” but rather “normal background rules for almost *all* employers doing business in the state
 26 of California”). In doing so, the Ninth Circuit rejected the same arguments that Virgin makes
 27 here, explaining that these arguments “equate[] to nothing more than a modestly increased cost of
 28 doing business, which is not cause for preemption.” Id. at 647-50. The Dilts court proposed the

1 same solution as this Court: “Defendants are at liberty to schedule service whenever they choose.
2 They simply must hire a sufficient number of drivers and stagger their breaks for any long period
3 in which continuous service is necessary.” Id. Virgin fails to cite to a single post-Dilts case that
4 would suggest “substantial grounds for difference of opinion” regarding its application to airline
5 employees. If anything, post-Dilts cases suggest the opposite. See Valencia v. SCIS Air Sec.
6 Corp., 241 Cal. App. 4th 377, 385 (2015), review denied (Jan. 27, 2016) (applying Dilts to the
7 airline industry); Air Transp. Ass'n of Am., Inc. v. Port of Seattle, No. C14-1733-JCC, 2014 WL
8 12539373, at *3 (W.D. Wash. Dec. 19, 2014) (same). Nor has Virgin shown that there is a
9 substantial ground for difference of opinion with respect to its other federal preemption theories.

10 Virgin fails to present any arguments as to why the second question should be certified for
11 interlocutory appeal. Because the Court will not need to conduct factual inquiries into each
12 putative class member’s residence, the answer to this question will not materially affect the
13 outcome of this litigation. In re Cement Antitrust Litig., 673 F.2d at 1026 (“[A]ll that must be
14 shown in order for a question to be ‘controlling’ is that resolution of the issue on appeal could
15 materially affect the outcome of litigation in the district court.”). While it is possible to imagine a
16 case in which a court would need to inquire into each individual class member’s residence, this is
17 not such a case. Virgin does not dispute that two out of the three named Plaintiffs are California
18 residents. And, as explained above, residence will likely be undisputed with respect to most class
19 members because they already made a residence determination by filing their taxes in California
20 and providing Virgin with a California mailing address. To the extent Virgin disputes whether
21 certain individual class members were actually California residents, those individualized inquiries
22 pale in comparison to the overwhelming common issues in this case, and thus do not affect the
23 class certification analysis. For the same reasons, the Court finds that an immediate appeal would
24 not “materially advance the ultimate termination of the litigation.” In re Cement Antitrust Litig.
25 (MDL No. 296), 673 F.2d at 1026. In the unlikely event that individualized inquiries regarding
26 residence predominate or otherwise render class treatment unmanageable, the Rules allow a
27 district court to alter or amend a prior class certification order at any time before final judgment.
28 Fed. R. Civ. P. 23(c)(1)(C). As a result, this is not an “exceptional case[.]” in which certification

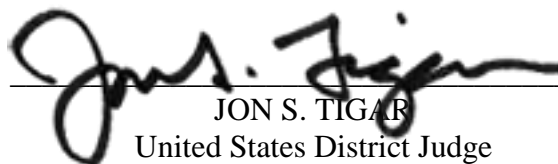
1 under Section 1292(b) is necessary to avoid expense and delay. In re Cement Antitrust Litigation,
2 673 F.2d at 1027.

3 **CONCLUSION**

4 The Court denies the motion in its entirety.

5 IT IS SO ORDERED.

6 Dated: March 27, 2017

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8 JON S. TIGAR
9 United States District Judge

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United States District Court
Northern District of California