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

HUGO MADRID, et al.,  
Plaintiffs,  
v.  
TELENETWORK PARTNERS, LTD., et  
al.,  
Defendants.

Case No. [5:17-cv-04519-BLF](#)

**ORDER GRANTING PLAINTIFFS’  
UNOPPOSED MOTION FOR  
APPROVAL OF FLSA COLLECTIVE  
SETTLEMENT, NAMED PLAINTIFF  
SERVICE PAYMENTS, AND  
ATTORNEYS’ FEES AND COSTS;  
DISMISSING RULE 23 CLASS  
CLAIMS**

[Re: ECF 69]

Before the Court is Plaintiffs’ Unopposed Motion for Approval of FLSA Collective Settlement, Named Plaintiff Service Payments, and Attorneys’ Fees and Cost. Mot., ECF 69. In this putative class and collective action, Plaintiffs Hugo Madrid, Leigha Salyers, and Jenifer Marchon (collectively, “Named Plaintiffs”) allege that Defendants teleNetwork Partners, LTD., d/b/a teleNetwork, and teleNetwork California, Inc. (collectively, “Defendants” or “teleNetwork”) violated the Fair Labor Standards Act (“FLSA”), 29 U.S.C. § 201, *et seq.*, and various California labor laws. *See* Compl. ¶ 1, ECF 1. Pending before the Court is Plaintiffs’ motion seeking settlement approval. Mot. at 1–2. The settlement resolves the claims of the Named Plaintiffs and the 65 individuals who opted in to the FLSA collective action (collectively, “Opt-In Plaintiffs”) (together with Named Plaintiffs, “Plaintiffs”). In their motion, Plaintiffs request that the Court approve the payments to the Opt-In Plaintiffs, the service awards to the Named Plaintiffs, and the attorney’s fees and litigation costs, as well as dismiss without prejudice the claims of the putative Rule 23 class members who did not opt in to the FLSA claims. *See id.* at 2.

Having considered the papers filed by the parties, the relevant legal authority, and the oral arguments at the June 20, 2019 hearing, the Court GRANTS Plaintiffs’ motion for settlement approval.

1           **I.       BACKGROUND**

2           **A.       Factual and Procedural Background**

3           On August 8, 2017, Named Plaintiffs filed this putative collective and class action case  
4 under the Fair Labor Standards Act (“FLSA”), 29 U.S.C. § 201, *et seq.*, and various California  
5 labor laws. Compl. ¶ 1. TeleNetwork provides call-center services from their physical call  
6 centers in Texas and California. *Id.* ¶¶ 2, 27. TeleNetwork employed Named Plaintiffs as  
7 customer service representatives (“CSRs”) in these call centers. *Id.* ¶¶ 2–3, 24–26. Named  
8 Plaintiffs allege that Defendants did not accurately compensate them for all the work they  
9 performed from the beginning of their work shifts through the end of their shifts. *Id.* ¶¶ 5–9.  
10 Specifically, Named Plaintiffs allege that they did not receive compensation for the time it took for  
11 them to execute required tasks at the beginning of their shifts, such as turning on the computer,  
12 logging into the appropriate software, and entering in their time. *Id.* ¶¶ 7–9, 29–33. In addition,  
13 Named Plaintiffs allege that Defendants failed to provide them with a bona fide meal period  
14 because Defendants required Named Plaintiffs to return to their stations and log back into their  
15 computers before the end of their meal breaks. *Id.* ¶¶ 34–38. Finally, Named Plaintiffs allege that  
16 they were not compensated for post-shift work because Defendants did not compensate them for  
17 the time spent logging out of the systems and shutting down their workstations. *Id.* ¶¶ 39–42.

18           Based on these alleged actions, Named Plaintiffs assert the following causes of action  
19 against Defendants: (1) a violation of the FLSA, 29 U.S.C. § 201, *et seq.*, for failure to pay  
20 overtime wages, *id.* ¶¶ 77–87; (2) a violation of California Labor Code §§ 223, 510, 1194, 1197.1,  
21 1198, and IWC Wage Order 4, for failure to pay overtime, *id.* ¶¶ 88–96; (3) a violation of  
22 California Labor Code §§ 223, 1194, 1197, 1197.1, and IWC Wage Order 4, for failure to pay  
23 minimum wage and regular wages for all hours worked, *id.* ¶¶ 97–103; (4) a violation of  
24 California Labor Code §§ 221 and 223, for unlawful deductions of wages, *id.* ¶¶ 104–10; (5) a  
25 violation of California Labor Code §§ 226.7, 512, and IWC Wage Order 4, for failure to provide  
26 meal breaks, *id.* ¶¶ 111–19; (6) a violation of California Labor Code § 226, for the failure to  
27 provide accurate wage statements, *id.* ¶¶ 120–24; (7) a violation of California Labor Code §§ 201,  
28 202, and 203, for the failure to timely pay wages upon discharge, *id.* ¶¶ 125–29; (8) a violation of

1 California Business and Professions Code § 17200, *et seq.*, *id.* ¶¶ 130–37; and (9) violations under  
2 the Private Attorneys General Act (“PAGA”), California Labor Code § 2698, *et seq.*, *id.* ¶¶ 138–  
3 44.

4 Named Plaintiffs bring these claims on behalf a putative collective for the alleged FLSA  
5 violation and a putative class for the alleged California labor law violations. The collective is  
6 defined as “[a]ll similarly situated current and former hourly brick-and-mortar Customer Service  
7 Representatives who work or have worked for Defendants at any time from August 8, 2014  
8 through judgment.” *Id.* ¶ 54. The class is defined as “[a]ll similarly situated current and former  
9 hourly brick-and-mortar Customer Service Representatives who work or have worked for  
10 Defendants in California at any time from August 8, 2013 through judgment.” *Id.* ¶ 68.

11 On September 20, 2017, the Court granted the Parties’ stipulation to conditionally certify  
12 the FLSA collective action and to provide notice to the putative collective members. ECF 23. On  
13 September 22, 2017, Defendants answered the Complaint. ECF 24. By the end of the 45-day opt-  
14 in period, the 65 Opt-In Plaintiffs had filed consents to join the litigation. ECF 30–45. After the  
15 close of the opt-in period, the Parties began settlement discussions. Mot., Ex. B (“Stoops Decl.”)  
16 ¶ 22, ECF 69-2. The Parties’ settlement discussions took place over approximately 12 months,  
17 and they reached a settlement in December 2018. *Id.*

18 **B. Settlement Agreement**

19 In the Parties’ Settlement Agreement, Defendants agreed to a gross settlement amount of  
20 \$65,000. Mot., Ex. A (“Settlement Agreement”) § 2.B.1, ECF 69-1. The gross settlement  
21 reserves \$31,894.63 for attorney’s fees and costs. *Id.* § 2.B.2. In addition, Named Plaintiffs will  
22 receive \$2,000 each from the gross settlement amount as service awards. *Id.* § 2.B.3. The  
23 remainder (\$27,105.37) will be distributed as individual payments to each participating Opt-In  
24 Plaintiff. *Id.* § 2.B.4. The gross settlement does not allocate any money to the PAGA claim. *Id.* §  
25 2.B.5. The terms of the settlement also state that Defendants will donate any uncashed settlement  
26 checks or other residual funds to the California Unclaimed Wage Fund. *Id.* § 2.B.6. Finally, the  
27 gross settlement does not include Defendants’ share of payroll taxes, so Defendants will need to  
28 pay those taxes in addition to the settlement amount. *Id.* § 2.B.1.

1 In terms of the allocation formula for individual payments, the payments will be  
2 determined by considering the number of hours and weeks that each Opt-In Plaintiff worked, as  
3 well as each employee’s hourly rate. Mot., Ex. D (“Settlement Notice”) at 2, ECF 69-4. Any  
4 work week in which an Opt-In Plaintiff worked fewer than 39 hours will not be counted. *Id.*  
5 However, additional hours and weeks that an Opt-In Plaintiff worked will increase his or her  
6 individual payment. *See id.* Each Opt-In Plaintiff will receive a minimum individual payout of  
7 \$80. *Id.* The Settlement Agreement also allocates 50% of each individual payment to wages,  
8 which will be subject to all required payroll taxes and deductions. Mot. at 10; Settlement  
9 Agreement § 2.B.4.

10 Under the terms of the Settlement Agreement, Plaintiffs agreed to release “any and all  
11 wage and hour claims” under both state and federal law “that were made or could have been  
12 made” against Defendants in this action. *Id.* § 3.A. Plaintiffs also consented to release their  
13 PAGA claims and their rights to any other fees or costs related to this litigation. *Id.* § 3.A–C.  
14 Finally, Plaintiffs agreed to seek Court approval to dismiss without prejudice the putative class  
15 claims. *Id.* § 2.A.

16 Defendants will mail settlement notices enclosing the settlement checks to Plaintiffs no  
17 later than 90 days after the Court approves the settlement. *Id.* § 2.B.4. The Settlement Notice will  
18 inform each Opt-In Plaintiff of the claims made, the terms of the Settlement Agreement, their  
19 share of the Settlement Payment, and the claims that they are releasing. *See* Settlement Notice.  
20 Defendants will also notify Plaintiffs’ Counsel if any checks are undeliverable, and Plaintiffs’  
21 Counsel will attempt to locate these Opt-In Plaintiffs. Settlement Agreement § 2.B.6. Per the  
22 agreement, Opt-In Plaintiffs will have 180 calendar days after the initial issuance of their  
23 settlement check to sign and cash the settlement check. *Id.* Finally, Plaintiffs’ Counsel stated that  
24 they notified the Opt-In Plaintiffs of the terms of the Settlement Agreement before filing the  
25 motion. *See* Stoops Decl. ¶ 39. At oral argument, Plaintiffs’ Counsel stated to the Court that they  
26 notified the Opt-In Plaintiffs of the terms of the Settlement Agreement on firm letterhead and gave  
27 the Opt-In Plaintiffs until the date of this Order to opt-out. No Opt-In Plaintiffs objected or opted  
28 out.

1           **II.     LEGAL STANDARD**

2           “The [FLSA] seeks to prohibit ‘labor conditions detrimental to the maintenance of the  
3           minimum standard of living necessary for health, efficiency, and general wellbeing of workers.’”  
4           *Kasten v. Saint-Gobain Performance Plastics Corp.*, 563 U.S. 1, 11 (2011) (quoting 29 U.S.C.  
5           § 202(a)). Employees cannot waive their rights under the FLSA since doing so would “nullify the  
6           purposes” of the statute. *Barrentine v. Arkansas-Best Freight Sys., Inc.*, 450 U.S. 728, 740 (1981).  
7           Accordingly, either the Secretary of Labor or a district court must approve the settlement of an  
8           FLSA claim. *See Gonzalez v. Fallanghina, LLC*, No. 16-CV-1832-MEJ, 2017 WL 1374582, at \*2  
9           (N.D. Cal. Apr. 17, 2017); *Slezak v. City of Palo Alto*, No. 16-CV-3224-LHK, 2017 WL 2688224,  
10          at \*1 (N.D. Cal. June 22, 2017).

11          The Ninth Circuit has not specifically addressed the criteria courts should use to determine  
12          whether to approve an FLSA settlement. However, district courts in the Ninth Circuit have  
13          followed the standard set forth in the Eleventh Circuit’s *Lynn’s Food Stores, Inc. v. United States*,  
14          679 F.2d 1350 (11th Cir. 1982). *See, e.g., Gonzalez*, 2017 WL 1374582 at \*2; *Slezak*, 2017 WL  
15          2688224, at \*2. Under *Lynn Food Stores*, before approving an FLSA settlement, the court must  
16          scrutinize the settlement agreement to determine if it is “a fair and reasonable res[o]lution of a  
17          bona fide dispute over FLSA provisions.” 679 F.2d at 1355. If the settlement reflects a  
18          reasonable compromise over issues that are in dispute, the Court may approve the settlement “in  
19          order to promote the policy of encouraging settlement of litigation.” *Id.* at 1354.

20          **III.     DISCUSSION**

21          In their motion, Plaintiffs request that the Court issue an order (1) approving the \$65,000  
22          FLSA claim settlement and allocation formula according to the terms of the Settlement  
23          Agreement; (2) approving attorney’s fees and litigation costs in the amount of \$31,894.63; (3)  
24          distributing \$2,000 in service awards to each of the Named Plaintiffs for a total of \$6,000; and (4)  
25          dismissing without prejudice the claims of the Rule 23 California class members who did not opt-  
26          in. Mot. at 1. The Court addresses each request in turn.

27          **A.     Approval of the FLSA Settlement**

28          Before approving the FLSA settlement here, the Court must find that (1) the case involves

1 a bona fide dispute; (2) the proposed settlement agreement is fair and reasonable; and (3) the  
2 award of costs is reasonable. *Lynn’s Food Stores*, 679 F.2d at 1354. The Court addresses each  
3 issue in turn.

4 **1. Bona Fide Dispute**

5 “A bona fide dispute exists when there are legitimate questions about the existence and  
6 extent of the defendant’s FLSA liability.” *Jennings v. Open Door Mktg., LLC*, No. 15-CV-4080-  
7 KAW, 2018 WL 4773057, at \*4 (N.D. Cal. Oct. 3, 2018) (quoting *Gonzalez*, 2017 WL 1374582,  
8 at \*2). That is, there must be some doubt whether the plaintiffs will be able to succeed on the  
9 merits of their FLSA claims. *See Selk v. Pioneers Mem’l Healthcare Dist.*, 159 F. Supp. 3d 1164,  
10 1172 (S.D. Cal. 2016) (quoting *Collins v. Sanderson Farms*, 568 F. Supp. 2d 714, 719–20 (E.D.  
11 La. 2008)). If there were no doubt as to the employer’s liability, the FLSA settlement would allow  
12 an employer to avoid paying out the full cost of complying with the FLSA. *See id.* at 1173.

13 Here, the Court finds that there is a bona fide dispute. The Parties have rigorously debated  
14 whether Plaintiffs actually performed any off-the-clock work, how much of such work they  
15 performed, whether they can prove they performed such work, and whether the *de minimis*  
16 doctrine would exclude Plaintiffs’ off-the-clock work from qualifying for recovery under the law.  
17 *Stoops Decl.* ¶ 20. In addition, during the litigation and negotiations, Defendants defended their  
18 position by arguing, among other things, that (1) they maintained written employment policies  
19 prohibiting CSRs from working before their shifts; (2) they could provide supervisor and manager  
20 testimony that CSRs cannot log in until their shifts begin; and (3) Plaintiffs cannot demonstrate  
21 that Defendants’ alleged violations were willful. *Id.*

22 Because the Parties disputed these aspects of the case, the Court finds a bona fide dispute  
23 under the FLSA. Most importantly, the Court acknowledges that the purpose of the bona fide  
24 dispute requirement has been satisfied here. *See Saleh v. Valbin Corp.*, No. 17-CV-0593-LHK,  
25 2018 WL 6002320, at \*2 (N.D. Cal. Nov. 15, 2018) (citing *Lynn Food Stores*, 679 F.2d at 1353  
26 n.8) (“The purpose of this analysis is to ensure that an employee does not waive claims for wages,  
27 overtime compensation, or liquidated damages when no actual dispute exists between the  
28 parties.”).



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**b. The Stage of the Proceedings and Amount of Discovery Completed**

The Court next assesses “the stage of proceedings and the amount of discovery completed to ensure the parties have an adequate appreciation of the merits of the case before reaching a settlement.” *Jennings*, 2018 WL 4773057, at \*5 (quoting *Slezak*, 2017 WL 2688224, at \*4). If the parties have “sufficient information to make an informed decision about [the] settlement, this factor weighs in favor of approval.” *Id.* (quoting *Linney v. Cellular Alaska P’ship*, 151 F.3d 1234, 1239 (9th Cir. 1998)).

Here, the settlement is “the result of extensive pre-suit investigation, review of formal and informal discovery, and substantial arm’s-length negotiations between counsel.” Mot. at 14; *see also* Stoops Decl. ¶¶ 13–26. Moreover, the Parties spent 12 months negotiating this settlement. Stoops Decl. ¶ 22. Given the current stage of the case, the Parties appear to have a good understanding of the merits of their respective positions. Accordingly, this factor weighs in favor of approving the FLSA settlement.

**c. The Seriousness of the Litigation Risks Faced by the Parties**

Courts will approve an FLSA settlement when there is a significant risk that litigation could result in a lower recovery for the class or no recovery at all. *See Jennings*, 2018 WL 4773057, at \*5. Several facts in this case potentially jeopardize Plaintiffs’ recovery should this case proceed to trial, including Defendants’ written employment policies and testimony from supervisors contradicting Plaintiffs’ claims, the different ways in which Plaintiffs completed their log-in and log-out processes, and Plaintiffs’ potential inability to prove that Defendants’ alleged violations were willful. *See* Stoops Decl. ¶ 20. Accordingly, further litigation might result in Plaintiffs recovering less than the Settlement Amount or perhaps nothing at all, so this factor weighs in favor of approving the FLSA settlement.

**d. The Scope of Any Release Provision in the Settlement Agreement**

Courts in this district have rejected blanket releases of all potential claims against the employer for all unlawful acts whatsoever. *See, e.g., McKeen-Chaplin v. Franklin Am. Mortg. Co.*, No. 10-CV-5243-SBA, 2012 WL 6629608, at \*5 (N.D. Cal. Dec. 19, 2012) (ruling that the plaintiffs failed to demonstrate that it would be fair and reasonable for a court to enforce a general



1 release provision of all claims related to their employment in an FLSA settlement); *Garcia v.*  
2 *Jambox, Inc.*, No. 14-CV-3504-MHD, 2015 WL 2359502, \*4 (S.D.N.Y. Apr. 27, 2015)  
3 (disapproving of release of all claims known and unknown against defendants, including those that  
4 seemingly had “no relationship whatsoever” to wage and hour issues); *Ambrosino v. Home Depot.*  
5 *U.S.A., Inc.*, No. 11-CV-1319-MDD, 2014 WL 1671489, at \*2–\*3 (S.D. Cal. Apr. 28, 2014)  
6 (same). However, when a district court in the Ninth Circuit approves an FLSA collective action  
7 settlement, it may approve a release of any claims sufficiently related to the current litigation. *See*  
8 *Selk*, 159 F. Supp. 3d at 1178–79; *see also Reyn’s Pasta Bella, LLC v. Visa USA, Inc.*, 442 F.3d  
9 741, 748 (9th Cir. 2006) (citing *Class Plaintiffs v. City of Seattle*, 955 F.2d 1268, 1287–89 (9th  
10 Cir. 1992)).

11 Here, the release provision, consistent with Ninth Circuit precedent, is limited to releasing  
12 wage and hour claims that Plaintiffs could have asserted in the instant action. *See* Settlement  
13 Agreement § 3. As such, the release is not a blanket release of all potential claims, but is instead  
14 tailored to the wage and hour action here. Accordingly, this factor weighs in favor of approval of  
15 the FLSA settlement.

16 **e. The Experience and Views of Counsel and the Opinion of**  
17 **Participating Plaintiffs**

18 “In determining whether a settlement is fair and reasonable, the opinions of counsel should  
19 be given considerable weight both because of counsel’s familiarity with the litigation and previous  
20 experience with cases.” *Slezak*, 2017 WL 2688224, at \*5 (citation omitted). Here, Plaintiffs’  
21 Counsel asserts that “the settlement is fair and reasonable,” and provides factual support for that  
22 assertion. *See* Stoops Decl. ¶¶ 18–35, 40. Plaintiffs’ Counsel has been practicing law for over a  
23 decade and has represented numerous plaintiffs in employment and wage-related matters. *Id.* ¶¶  
24 7–8. Moreover, Plaintiffs’ Counsel has “notified the Collective Members of the material terms of  
25 the settlement,” including the gross settlement amount, service payments, and attorney’s fees and  
26 costs. Mot. at 8; *see also* Stoops Decl. ¶ 39. To date, no Opt-In Plaintiff has expressed any  
27 concern with the settlement or its terms, indicating widespread approval of the settlement by the  
28 Plaintiffs. Stoops Decl. ¶ 39. Accordingly, this factor weighs in favor of approval of the

1 settlement.

2 **f. The Possibility of Fraud or Collusion**

3 When courts in the Ninth Circuit examine the terms of FLSA settlements, courts will often  
4 find fraud or collusion if the following conditions are present:

5 (1) when counsel receives a disproportionate distribution of the settlement, or when  
6 the class receives no monetary distribution but class counsel are amply rewarded; (2)  
7 when the plaintiffs negotiate a ‘clear sailing’ agreement providing for the payment  
8 of attorney’s fees separate and apart from class funds . . .; and (3) when the parties  
arrange for fees not awarded to revert to defendants rather than be added to the class  
fund.

9 *Jennings*, 2018 WL 4773057, at \*8 (alterations omitted) (quoting *In re Bluetooth Headset Prod.*  
10 *Liab. Litig.*, 654 F.3d 935, 947 (9th Cir. 2011)).

11 In this case, the Court finds no signs of fraud or collusion. The Parties reached the  
12 settlement through arm’s-length negotiations. Stoops Decl. ¶ 22. Plaintiffs’ Counsel will not  
13 receive a disproportionate distribution of the settlement fund since only approximately 30% of the  
14 settlement will go towards attorney’s fees. *See id.* ¶ 39. In addition, the Court does not find any  
15 evidence of a clear sailing agreement or any reversion of funds. Therefore, the Court concludes  
16 this factor weighs in favor of approval.

17 \* \* \*

18 After considering the totality of the circumstances, the Court finds that the proposed  
19 settlement is a fair and reasonable resolution of a bona fide dispute.

20 **3. Attorney’s Fees and Litigation Costs**

21 Attorney’s fees and litigation costs may also be awarded as part of an FLSA settlement if  
22 they are reasonable. *See Selk*, 159 F. Supp. 3d at 1180–81; *see also* 29 U.S.C. § 216(b). Where a  
23 settlement produces a common fund for the benefit of the entire class, courts may employ either  
24 the lodestar method or percentage-of-recovery method to determine whether the attorney’s fees are  
25 reasonable. *See In re Bluetooth*, 654 F.3d at 942. When applying a percentage-of-recovery  
26 method, courts often use 25% of the fund as the “benchmark” for a reasonable fee award. *See In*  
27 *re Online DVD-Rental Antitrust Litig.*, 779 F.3d 934, 949 (9th Cir. 2015). In addition, courts can  
28 use the lodestar method to cross-check the percentage of recovery. *See Vizcaino v. Microsoft*

1 *Corp.*, 290 F.3d 1043, 1050 (9th Cir. 2002) (noting that when applying the percentage-of-the-fund  
2 approach, the court may use the lodestar as a cross-check on the reasonableness of the fee request).

3 Plaintiffs' Counsel requests reimbursement of its litigation fees and costs incurred in the  
4 amount of \$31,894.63, which divides into \$19,677.11 for attorney's fees and \$12,217.52 in  
5 litigation costs. *See* Stoops Decl. ¶ 38. Since Plaintiffs' total settlement is \$65,000, the attorney's  
6 fees constitute approximately 30% of the settlement fund. Plaintiffs' Counsel has expended over  
7 150 hours litigating this case and has accumulated a lodestar in the amount of \$78,120. *Id.* ¶¶ 31,  
8 33; Mot., Ex. C ("Sagafi Decl.") ¶ 20, ECF 69-3. Therefore, their request for attorney's fees  
9 represents a negative multiplier of 0.251. Stoops Decl. ¶ 33. Although the percentage of recovery  
10 is slightly higher than the standard 25% in the Ninth Circuit, the Court nevertheless approves the  
11 attorney's fees request given the negative lodestar. *See, e.g., Alvarez v. Farmers Ins. Exch.*, No.  
12 14-CV-0574-WHO, 2017 WL 2214585, at \*5 (N.D. Cal. Jan. 18, 2017) (stating that a fee award  
13 that was 53% of lodestar was "objectively reasonable under the lodestar method of calculation").

14 Furthermore, the litigation costs sought by Plaintiffs' Counsel are reasonable. These costs  
15 primarily involve necessary court fees, expert witness fees, and the opt-in notice fees. Stoops  
16 Decl. ¶ 38; Sagafi Decl. ¶ 24. "There is no doubt that an attorney who has created a common fund  
17 for the benefit of the class is entitled to reimbursement of reasonable litigation expenses from that  
18 fund." *Selk*, 159 F. Supp. 3d at 1181 (citation omitted). The Court finds that the amount  
19 requested in costs is reasonable under the circumstances and appropriately documented.

20 Accordingly, the requested attorney's fees and litigation costs are reasonable.

21 **B. Service Awards**

22 The Settlement Agreement also provides for service awards of \$2,000 for each Named  
23 Plaintiffs for a total of \$6,000. Settlement Agreement § 2.B.3. "[A] district court may award an  
24 incentive payment to the named plaintiffs in an FLSA collective action to compensate them for  
25 work done on behalf of the class." *Selk*, 159 F. Supp. 3d at 1181. In determining whether a  
26 service award is warranted, courts consider "the actions the plaintiff has taken to protect the  
27 interests of the class, the degree to which the class has benefited from those actions, and the  
28 amount of time and effort the plaintiff expended in pursuing the litigation." *Id.* (quoting *Staton v.*

1 *Boeing Co.*, 327 F.3d 938, 977 (9th Cir. 2003)). In FLSA settlements, courts in this district have  
2 generally found service awards of \$5,000 to be reasonable. *Jennings*, 2018 WL 4773057, at \*9.

3 Plaintiffs’ Counsel explains that Named Plaintiffs worked diligently to assist Plaintiffs’  
4 Counsel throughout this litigation. Stoops Decl. ¶ 36. Named Plaintiffs took part in multiple  
5 interviews and discussions with Plaintiffs’ Counsel while providing Plaintiffs’ Counsel with a  
6 substantial number of documents, valuable information, and analysis. *Id.* In total, Named  
7 Plaintiffs each spent approximately 25 to 35 hours in connection with this litigation. *Id.* The  
8 Named Plaintiffs’ active participation helped mitigate the risks of the case and contributed to the  
9 substantial recovery here. Accordingly, the Court finds that the requested service awards are  
10 appropriate and approves them.

11 **C. Rule 23(e)**

12 “Federal Rule of Civil Procedure 23(e) requires courts to approve the proposed voluntary  
13 dismissal of class claims.” *Gonzalez*, 2017 WL 1374582, at \*4 (internal quotation and  
14 modification omitted). This rule applies to pre-certification classes as well. *Diaz v. Tr. Territory*  
15 *of Pac. Islands*, 876 F.2d 1401, 1408 (9th Cir. 1989); *see also Lyons v. Bank of Am., NA*, No. 11-  
16 CV-1232-CW, 2012 WL 5940846, at \*1 n.1 (N.D. Cal. Nov. 27, 2012) (“Courts in this district  
17 have expressed some uncertainty about whether Rule 23(e) still applies to pre-certification  
18 settlement proposals in the wake of the 2003 amendments to the rule but have generally assumed  
19 that it does.”). Thus, where parties seek to voluntarily dismiss class claims, the court must inquire  
20 into possible prejudice from the following circumstances:

- 21 (1) class members’ possible reliance on the filing of the action if they are likely to  
22 know of it either because of publicity or other circumstances, (2) lack of adequate  
23 time for class members to file other actions, because of a rapidly approaching statute  
of limitations, (3) any settlement or concession of class interests made by the class  
representative or counsel in order to further their own interests.

24 *Diaz*, 876 F.2d at 1408.

25 The Court finds that there is no prejudice to the putative class members here from the  
26 dismissal without prejudice of the class claims. First, there is nothing in the record to suggest that  
27 putative class members were aware of the class action. While putative class members received  
28 notice of the FLSA collective action, the notice did not mention the class action. *See* ECF 22, 23.

1 Moreover, the 22 potential class members had the opportunity to opt in to the FLSA collective but  
2 chose not to, indicating a lack of interest in pursuing their potentially meritorious claims.

3 Second, there does not seem to be a lack of adequate time for class members to file their  
4 own actions. The FLSA generally has a two-year statute of limitations, which is extended to three  
5 years if the violation is “willful.” *Gonzalez*, 2017 WL 1374582, at \*5; 29 U.S.C. § 255(a).  
6 Plaintiffs filed their case in August 2017. ECF 1. The filing of this action likely “suspends the  
7 applicable statute of limitations as to all asserted members of the class who would have been  
8 parties had the suit been permitted to continue as a class action.” *Am. Pipe & Constr. Co. v. Utah*,  
9 414 U.S. 538, 554 (1974). With this tolling, there is a more limited risk of the statute of  
10 limitations barring the absent class members’ claims. Compl. ¶¶ 24–26; *see also Gonzalez*, 2017  
11 WL 1374582, at \*5.

12 Third and finally, it does not appear that Plaintiffs sought to settle the case to further their  
13 own interests. As discussed above, there is no evidence in the record of fraud or collusion  
14 between the Parties in settling the case. And dismissal of the putative members’ claims is without  
15 prejudice, which allows all potential class members to pursue their claims after this case is  
16 terminated. Therefore, the Court DISMISSES the putative class claims without prejudice.

17 **IV. CONCLUSION**

18 For the foregoing reasons, the Court GRANTS Plaintiffs’ unopposed motion for approval  
19 of FLSA collective settlement and DISMISSES the class claims without prejudice.

20 The Court having approved the settlement of Plaintiffs’ FLSA claims and otherwise  
21 approved the settlement agreement, the Court concurrently enters the parties’ stipulated judgment  
22 dismissing the action with prejudice. The Clerk is directed to close the case.

23

24 **IT IS SO ORDERED.**

25 Dated: July 23, 2019

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BETH LABSON FREEMAN  
United States District Judge