

PRECEDENTIAL

UNITED STATES COURT OF APPEALS  
FOR THE THIRD CIRCUIT

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No. 18-1944

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ALI RAZAK; KENAN SABANI; KHALDOUN  
CHERDOUD, INDIVIDUALLY AND ON BEHALF OF  
ALL OTHERS SIMILARLY SITUATED,  
Appellants

v.

UBER TECHNOLOGIES, INC.; GEGEN, LLC

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On Appeal from the United States District Court  
for the Eastern District of Pennsylvania  
(D.C. Civil No. 2-16-cv-00573)  
District Judge: Hon. Michael M. Baylson

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Argued January 15, 2019

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Before: SMITH, *Chief Judge*, GREENAWAY, JR., and  
PORTER, *Circuit Judges*.

(Opinion Filed: March 3, 2020)

Jeremy E. Abay  
John K. Weston  
Sacks Weston Diamond  
1845 Walnut Street  
Suite 1600  
Philadelphia, PA 19103

Ashley Keller [ARGUED]  
Seth A. Meyer  
Keller Lenkner  
150 North Riverside Plaza  
Suite 2570  
Chicago, IL 60654  
*Counsel for Appellants*

Sharon M. Dietrich  
Community Legal Services  
1424 Chestnut Street  
Philadelphia, PA 19102  
*Amicus Appellants*

Sophia Behnia  
Littler Mendelson  
333 Bush Street  
34th Floor  
San Francisco, CA 94104

Wendy S. Buckingham  
Paul C. Lantis  
Littler Mendelson  
1601 Cherry Street  
Suite 1400, Three Parkway

Philadelphia, PA 19102

Robert W. Pritchard [ARGUED]  
Joshua Vaughn  
Littler Mendelson  
625 Liberty Avenue  
EQT Plaza, 26th Floor  
Pittsburgh, PA 15222

Andrew M. Spurchise  
Littler Mendelson  
900 Third Avenue  
8th Floor  
New York, NY 10022  
*Counsel for Appellees*

Gabriel K. Gillett  
Jenner & Block  
353 North Clark Street  
Suite 4500  
Chicago, IL 60654

Adam G. Unikowsky  
Jenner & Block  
1099 New York Avenue  
Suite 900  
Washington, DC 20001  
*Amicus Appellees*

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OPINION

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GREENAWAY, JR., *Circuit Judge*.

This case is an appeal from a grant of summary judgment on the question of whether drivers for UberBLACK are employees or independent contractors within the meaning of the Fair Labor Standards Act (“FLSA”), 29 U.S.C. §§ 201–219, and similar Pennsylvania state laws. For the following reasons, we will vacate the District Court’s grant of summary judgment and remand for further proceedings.

### **I. Facts<sup>1</sup>**

Plaintiffs Ali Razak, Kenan Sabani, and Khaldoun Cherdoud<sup>2</sup> (collectively, “Plaintiffs”) are Pennsylvania drivers who utilize Defendant Uber Technologies’ ride-sharing mobile phone application (“Driver App”). Plaintiffs bring this action on behalf of a putative class of all persons who provide limousine

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<sup>1</sup> The facts recited in this section are undisputed except as otherwise noted.

<sup>2</sup> Plaintiffs argue that each Plaintiff should be viewed as an individual for FLSA analysis purposes. However, the FLSA analysis would remain the same regardless of whether Plaintiffs are treated collectively or individually. *See United States v. Cook*, 795 F.2d 987 (Fed. Cir. 1986). Additionally, Plaintiffs do not present significantly distinguishable facts, as all are self-incorporated drivers and have made similar choices regarding business opportunities within the UberBLACK platform.

services, now known as UberBLACK, through Defendant's Driver App in Philadelphia, Pennsylvania.<sup>3</sup> Plaintiffs bring individual and representative claims against Uber Technologies, Inc. and its wholly-owned subsidiary, Gegen, LLC, ("Gegen," and collectively, "Uber") for violations of the federal minimum wage and overtime requirements under the FLSA, the Pennsylvania Minimum Wage Act ("PMWA"), and the Pennsylvania Wage Payment and Collection Law ("WPCL").

Plaintiffs Razak, Sabani, and Cherdoud each own and operate independent transportation companies ("ITCs")<sup>4</sup> Luxe Limousine Services, Inc. ("Luxe"), Freemo Limo, LLC ("Freemo"), and Milano Limo, Inc. ("Milano"), respectively. In order for drivers to contract to drive for UberBLACK, they must form ITCs. Each ITC, in turn, enters into a Technology Services Agreement with Uber. The Technology Services Agreement includes a Software License and Online Services Agreement that allows UberBLACK drivers to utilize the

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<sup>3</sup> This case only pertains to UberBLACK drivers, and not drivers for other Uber platforms, such as UberX or UberPool. All references to "Uber drivers" only pertain to "UberBLACK drivers" in Philadelphia.

<sup>4</sup> ITCs are independent companies "in the business of providing transportation services." App. 385. Some ITCs are self-incorporated solo drivers, while others, like Plaintiffs' ITCs, are larger companies that work with additional drivers who utilize the Uber Driver App. Uber directly contracts with an ITC via their Technology Services Agreement.

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