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FILED
Superior Court of California
County of Sacramento
08/04/2026
V. Aleman, Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO

BRITNEY BROWN, individually, and on
behalf of other aggrieved employees pursuant
to the California Private Attorneys General
Act; DESTA SMITH, individually, and on
behalf of other aggrieved employees; DIANA
CUBAS, individually, and on behalf of other
aggrieved employees,

Plaintiffs,

v.

AMAZON.COM SERVICES LLC; and DOES
1 through 100, inclusive,

Defendants.

CASE NO. 34-2021-00303135-CU-OE-GDS

[PROPOSED] JUDGMENT

ASSIGNED FOR ALL PURPOSES TO
HON. LAURI A. DAMRELL
DEPARTMENT 8B

Action Filed: June 23, 2021
Phase 1 Trial: January 5–8, 2026

1 **[PROPOSED] JUDGMENT**

2 From January 5–8, 2026—following an order of the Court to phase proceedings in this
3 matter—Plaintiffs Britney Brown, Desta Smith, and Diana Cubas (“Plaintiffs”) and Amazon.com
4 Services LLC (“Amazon”) attended a bench trial in Department 8B (formerly Department 22) of
5 the above-captioned Court on the threshold issue of what, under Section 15 of the applicable Wage
6 Order, is considered a reasonably comfortable temperature consistent with industry-wide standards
7 for the nature of the process and work performed within Amazon’s fulfillment network with respect
8 to all claims asserted by Plaintiffs against Amazon in the Second Amended Complaint. The parties
9 submitted closing-argument briefing, and on June 12, 2026, upon consideration of all evidence
10 presented at trial, as well as all papers, argument, and the Court’s files in this matter, the Court
11 issued a tentative ruling finding that Plaintiffs failed to meet their burden and that judgment must
12 be entered in favor of Amazon. On June 15, 2026, the parties appeared before the Court and
13 Plaintiffs requested a statement of decision. The Court issued a proposed statement of decision on
14 June 22, 2026, Plaintiffs filed objections on July 2, 2026, and on July 9, 2026, the Court issued an
15 order overruling the objections and ruling that its proposed statement of decision is the Final
16 Statement of Decision.

17 **IT IS THEREFORE ORDERED, ADJUDGED AND DECREED THAT:**

18 1. Judgment is entered in favor of Defendant Amazon.com Services LLC, and against
19 Plaintiffs Britney Brown, Desta Smith and Diana Cubas, individually and as representatives of the
20 California Labor Commissioner;

21 ~~2. Defendant shall recover allowable costs as the prevailing party in an amount to be~~
22 ~~determined upon the filing of a Memorandum of Costs; and~~

23 ~~3. The Court shall reserve the ability to amend this judgment to reflect the award of~~
24 ~~costs to Defendant in an amount to be determined.~~ The Court reserves jurisdiction to award costs,
25 if any, in accordance with applicable law.

26 **IT IS SO ORDERED.**

27 DATED: 08/04/2026



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Hon. Lauri A Damrell
Judge of the Superior Court of California,
County of Sacramento

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I am employed in the Los Angeles, State of California. I am over the age of eighteen years and am not a party to this action; my business address is 333 South Grand Avenue Los Angeles, CA 90071-3197, in said County and State. On August 3, 2026, I served the following document(s):

on the parties stated below, by the following means of service:

Alan I. Schimmel, Esq.	Email: aishimmel@spattorneys.com
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- I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

/s/ Arlen Gharibian
Arlen Gharibian