

MINUTES OF MEETING  
OF THE INDUSTRIAL COMMISSION OF ARIZONA  
Held at 800 West Washington Street  
Phoenix, Arizona 85007  
Thursday, September 11, 2025 – 1:00 p.m.

|          |                         |  |
|----------|-------------------------|--|
| Present: | Dennis P. Kavanaugh     | Chairman   |
|          | Joseph M. Hennelly, Jr. | Vice Chair (Telephonic)                              |
|          | D. Alan Everett         | Commissioner   |
|          | Maria Cecilia Valdez    | Commissioner   |
|          | Orion J. Godfrey        | Commissioner   |
|          | Gaetano J. Testini      | Director   |
|          | Afshan Peimani          | Chief Legal Counsel                                  |
|          | Lisa Padgett            | Deputy Director                                      |
|          | Brandt Smith            | Deputy Director                                      |
|          | Charles Carpenter       | Legislative Affairs Chief/Public Information Officer |
|          | Charles Conner          | COOP Program Manager                                 |
|          | Melissa Spurgeon        | Labor Director                                       |
|          | Christina Lasater       | Labor Supervisor                                     |
|          | Brian Hudson            | ADOSH Director                                       |
|          | Cecilia Herrera         | ADOSH Deputy Director                                |
|          | Bethany Votta           | ADOSH Admin  |
|          | Rosanne Oropeza         | Human Resource                                       |
|          | Valerie Ruiz            | Medical Resource Office                              |
|          | Harriet Turney          | Ombudsman  |
|          | Kara Dimas              | Commission Secretary                                 |

Chairman Kavanaugh convened the meeting at 1:02 p.m. In attendance, confirmed by roll call were Stephanie Hefner, Tiffanie Sorrentino and Michael Jones (Snell and Wilmer); Ciera Johnson (Auditor General); and Cynthia Diaz (Arizona Jobs with Justice).

Approval of Minutes of September 4, 2025 Regular Meeting Minutes.

Commissioner Valdez moved to approve the Minutes of the September 4, 2025 regular session meeting and Commissioner Godfrey seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Consent Agenda:

All items following under this agenda item are consent matters and will be considered by a single motion with no discussion unless a Commissioner asks to remove an item on the consent agenda to be discussed and voted on separately. The Commission may move into Executive Session under A.R.S. § 38-431.03(A)(2) to discuss records exempt by law from public inspection. Legal action involving a final vote or decision shall not be taken in Executive Session. If such action is required, then it will be taken in General Session.

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Discussion and Action regarding ADOSH Advisory Committee Appointment pursuant to A.R.S. §23-409.

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-Scott Hale  
-Bill Warren

Chairman Kavanaugh noted there was a request to appoint two new ADOSH Advisory Committee candidates that were submitted by the ADOSH Advisory Committee from their meeting last meeting.

Mr. Hudson provided the candidates' background.

Commissioner Everett moved to approve the appointment of Mr. Hale and Mr. Warren to the ADOSH Advisory Board and Commissioner Godfrey seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Chairman Kavanaugh and Mr. Hudson discussed the Advisory Board being complete. Mr. Hudson commented he would like to expand the board to have two more positions for a total of 11 members.

Presentation and discussion regarding the operations of the Industrial Commission of Arizona's Labor Division.

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Chairman Kavanaugh the agency will doing a series of presentation by every division on activities they are working on.

Ms. Spurgeon presented the Labor Division.

Chairman Kavanaugh and Ms. Spurgeon discussed the retaliation complaints tripling in the past five years and suggestions to strengthen public education, add tools and resources, and increase outreach and partnering with the US Department of Labor and other organizations.

Ms. Spurgeon commented on another goal to improve internal operational efficiency and re-evaluate processes to have faster investigation times.

Chairman Kavanaugh and Ms. Spurgeon discussed youth employment violations and the nationwide increase. Arizona has been consistent but increasing in the fast-food industry and construction.

Commissioner Valdez and Ms. Spurgeon discussed youth employment in construction more a summer issue and under the impression that if school is not in session that hour restrictions do not apply.

Chairman Kavanaugh and Ms. Spurgeon discussed if schools work with the Labor Department to make sure that information is available to students and parents and what they have done and will continue to work with school districts. Chairman Kavanaugh suggested reaching out to the Arizona School Boards Association for their annual conference organizers.

Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Ms. Dimas noted the September 25<sup>th</sup> meeting will be in Prescott Valley for the next community outreach. She requested the October 2<sup>nd</sup> meeting be changed to October 9<sup>th</sup> and confirmed Commission meeting dates through October 2025.

Mr. Testini announced the 3<sup>rd</sup> portion of the Director's Cup will be held in October and will be a Halloween Decorating Contest, judging will be on October 24<sup>th</sup>.

Mr. Carpenter noted the Heat Task Force will meet on September 30<sup>th</sup> and the members have been encouraged to collaborate with stakeholders outside their organizations and each other.


Public Comment.

There was no public comment.

The meeting was adjourned at 1:31 p.m.

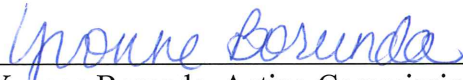
THE INDUSTRIAL COMMISSION OF ARIZONA

By



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Gaetano J. Testini, Director

ATTEST:



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Yvonne Borunda, Acting Commission Secretary