

MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at 800 West Washington Street
Phoenix, Arizona 85007
Thursday, October 9, 2025 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	D. Alan Everett	Commissioner
	Maria Cecilia Valdez	Commissioner
	Orion J. Godfrey	Commissioner
	Gaetano J. Testini	Director (Telephonic)
	Afshan Peimani	Chief Legal Counsel
	Lisa Padgett	Deputy Director (Telephonic)
	Brandt Smith	Deputy Director
	Charles Carpenter	Legislative Affairs Chief/Public Information Officer
	Charles Conner	COOP Program Manager
	Renee Pastor	Self-Insurance (Telephonic)
	Brian Hudson	ADOSH Director
	Cecilia Herrera	ADOSH Deputy Director
	John Randolph	ADOSH Whistleblower
	Laura Orosco	ADOSH Whistleblower
	Will Ross	ADOSH Whistleblower
	Walter Pike	ADOSH Whistleblower
	John Randolph	ADOSH Whistleblower
	Bethany Votta	ADOSH Admin
	Kara Dimas	Commission Secretary

Chairman Kavanaugh convened the meeting at 1:07 p.m. In attendance, confirmed by roll call were Tiffanie Sorrentino and Indira Tairova (Snell and Wilmer). Also, in attendance on the telephone, confirmed by roll call were Chi Nguyen (Albertsons); Tiffani Burleson and Hollie Mercurio (Arizona Municipal Risk Retention Pool); Jennifer Scrobeck (Mayo Clinic); Sandra Martinez (Salt River); Renee McAloney (TMC Healthcare); Rich Wilson (Trademark Construction); Lynette Woodie (ArcBest Corporation); and Fabiola Herrera (Scottsdale/Camelback Resort Association, Inc.)

Chairman Kavanaugh recognized TMC Healthcare and Arizona Municipal Risk Retention Pool as top self-insured employers in Arizona.

Approval of Minutes of September 25, 2025 Regular Meeting Minutes.

Commissioner Everett moved to approve the Minutes of the September 25, 2025 regular session meeting and Commissioner Godfrey seconded the motion. Chairman Kavanaugh, 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.

a. Approval of Request for Initial Application for Self-Insurance Authority.

1. ArcBest Corporation

b. Approval of Requests for Renewal of Self-Insurance Authority.

1. Albertsons Companies, Inc.
2. Arizona Municipal Risk Retention Pool
3. Dole Food Company, Inc.
4. Mayo Clinic
5. Medtronic, Inc.
6. Parker-Hannifin Corporation
7. Prudential Overall Supply, Inc.
8. Roehl Transport, Inc.
9. Ruan Transportation Management Systems, Inc.
10. Salt River Project Agricultural Improvement and Power District and The Salt River Valley Water Users' Association (SRP)
11. TMC Healthcare
12. Trademark Construction Co., Inc.

Commissioner Godfrey moved to approve the items on the Consent Agenda and Commissioner Valdez seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Discussion and/or Action of Arizona Division of Occupational Safety and Health Discrimination Complaint.

1. WB-2024-0304 T. LEE LTD DBA LEE TANKS / Max Massat

Chairman Kavanaugh discussed the purpose of and process for the Commission's consideration of ADOSH discrimination matters.

The Commissioners were provided with copies of the Report of Investigation (ROI) for their consideration prior to the Commission Meeting.

Chairman Kavanaugh and Ms. Peimani discussed if the employer had workers' compensation insurance, which they currently have, but would have to confirm if they did have coverage at the time of the incident in 2024.

Commissioner Godfrey made a motion to affirm the decision rendered by ADOSH. Commissioner Everett seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Div. Proposal - \$8,276.00
TOTAL PENALTY - \$24,828.00

Formula Amt. - \$8,276.00
TOTAL FORMULA AMT. - \$33,104.00

Mr. Hudson discussed ADOSH's inspection, summarized the citation and proposed penalty.

Chairman Kavanaugh checked if the Commissioners had any question and noted he did not have a request to speak.

Commissioner Valdez moved to approve the citation and proposed penalties as presented and Commissioner Everett seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Announcements, Scheduling of Future Meetings and Retirement Resolutions.

During the meeting there were several issues with the Google Meets phone connections and the callers were not able to hear the meeting and the call had to be reconnected.

Ms. Dimas confirmed Commission meeting dates through November 2025.

Ms. Dimas announced the retirement of Marilyn Carter, Human Resource Manager, after 7 years of service.

Public Comment.

There was no public comment.

The meeting was adjourned at 1:51 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By



Gaetano J. Testini, Director

ATTEST:



Kara Dimas, Commission Secretary