

MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at Lake Havasu City Police Department Training/Meeting Room
2360 McCulloch Blvd North
Lake Havasu City, Arizona 86403
Thursday, December 11, 2025 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	Joseph M. Hennelly, Jr.	Vice Chair
	D. Alan Everett	Commissioner (Telephonic)
	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
	Renee Pastor	Self-Insurance (Telephonic)
	Bryce Rucker	ADOSH Deputy Director
	Cecilia Herrera	ADOSH Deputy Director
	Bethany Votta	ADOSH Admin
	Kara Dimas	Commission Secretary (Telephonic)

Chairman Kavanaugh convened the meeting at 1:00 p.m. In attendance on the telephone, confirmed by roll call Mike Jones (Snell and Wilmer); and Mark Grodsky (Natural Awe, LLC dba Hobe Laboratories).

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

Commissioner Godfrey moved to approve the Minutes of the December 4, 2025 regular session meeting and Vice Chair Hennelly seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett 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 Proposed Civil Penalties Against Uninsured Employers.

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|----|----------------|---------------------------------------|------------|
| 1. | 2C24/25-0666 | A1 Roofing, Inc. AI Roofing Solutions | \$1,000.00 |
| 2. | 2CNP24/25-3799 | G24 Flooring LLC | \$1,000.00 |

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

Mr. Testini updated the Commissioners on the heat standard, December 4th was the last meeting of the Task Force. Those recommendations will go to the ADOSH Advisory Committee by the end of December, The ADOSH Advisory Committee will hold a special meeting in February when they get the report to offer input when it is made public.

Mr. Carpenter noted a few items the Commission is looking at, a clean-up bill and potentially working with stakeholders in different areas.

Ms. Dimas confirmed Commission meeting dates through January 2026.


Public Comment.

There was no public comment.

The meeting was adjourned at 2:00 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By



Gaetano J. Testini, Director

ATTEST:



Kara Dimas, Commission Secretary