

Meeting Minutes
ADOSH Advisory Committee Meeting
September 3, 2025 – Phoenix, AZ

Industrial Commission of Arizona / Arizona Division of Occupational Safety and Health (ADOSH)	ADOSH Advisory Committee (AAC) Attendees
Brian Hudson, ADOSH Director	Anthony Dominguez (Chair and Public)
Phil Murphy, Occupational Safety/Health Assistant Administrator	Amber Pappas (Co-chair/Agriculture/Construction)
Debbie Rol, Administration Assistant	Stacia Johannsson (Management)
Bethany Votta, Administration Supervisor	Robert Duffy (Public)
Cherese Gleason-Perez, Administration Assistant	Paul McKee (Utilities)
Bryce Rucker, Occupational Safety/Health Assistant Administrator	Blue Coble (Union)
Charles Conner, Program Coordinator	Robyn Steiner (General)
Charles Carpenter, ICA PIO	

I. Welcome – Anthony Dominguez, ADOSH Advisory Committee Chair

Anthony Dominguez (ADOSH Advisory Committee Meeting Chair) Opened and welcomed everyone: Brian Hudson (ADOSH Director), Phil Murphy, Occupational Safety/Health Assistant Administrator, Bryce Rucker, (Occupational Safety/Health Assistant Administrator), Charles Carpenter (ICA PIO), Amber Pappas (Co-chair/Agriculture/Construction), Charles Conner (Program Coordinator) online, Stacia Johannsson (Management), Robyn Steiner (General) online, Paul McKee (Utilities), Blue Coble (Union), Bethany Votta (Administration Supervisor) online, Cherese Gleason-Perez, (Administration Assistant) online at 9:35am.

II. Introduction of Committee Members & Guests

III. Public Comment – Open Forum

- a. No comment

IV. Approval May 7, 2025, Meeting Minutes

Anthony Dominguez asked the ADOSH Advisory Committee for any comments or corrections to May 7, 2025, DRAFT Minutes. Amber Pappas motioned for the approval of minutes and Stacia Johannsson seconded. The ADOSH Advisory Committee Meeting Minutes were accepted and approved.

V. Director’s Overview & Update –Brian Hudson ADOSH Director

Phil Murphy overview presentation:

1. 10 fatalities
 - a. Gentleman suffocated from palm fronds while trimming trees.
 - b. An employee assisting offloading windows stacked together in a stack of 12 and tried to do one on his own and they fell on him.
 - c. One employee had no fall protection while installing trusses.
 - d. An employee removed an exit sign off a racking system, was shocked, and fell off a rolled ladder.
 - e. An employee passed away from potential heat-related injuries.
 - f. An employee passed away from potential heat-related injuries. Unrelated to item e.
 - g. An employee was sitting on top of a step ladder and fell.
 - h. An employee operating a boom lift using a dust blower and attacked by bees.
 - i. An employee worked in an unprotected trench, which collapsed.
 - j. An employee servicing a rail jack and the plate fell down on him.

2. Brian Hudson disclosed that the process to set up the Trenching Safety Summit has started and has implemented a Trenching Alliance meeting which is set for September 17, 2025. The alliance will provide organizations with safety cultures and safety management systems for the smaller companies, with a focus of best practices and training opportunities to smaller companies that are having these incidents.

- a. Amber Pappas spoke to a client who needed emergency confident person trench safety who had received citations for lack of trench safety. It gave her the opportunity to research, and they came into the meeting with the attitude of “let’s get it done”. After spending all of that time and going through the training and the “why’s” and “what could happen”, we saw a change within that team. It was a positive success in just planning that little bit of information for those that might never have sat through a confident person course.

3. There was a comment made that 10 fatalities since May. 2022 had 103 and 2023 had 103 fatalities, non-vehicle related but why are we still seeing these? Brian recognized that we utilize ADOSH tools at our disposal, such as the PEP program to build safety cultures and safety management systems and use their penalty amounts to build up their own safety management system.

4. Stacia Johannsson asked if ADOSH will do all the training, or will they bring in other people from the industry itself? Brian replied that we are working with Kitchell Construction, McCarthy Construction, and others that have strong safety management, trenching, etc. ADOSH is asking them to do the training and put it together with both classroom and field experiences, like where they can dig a correct trench and dig an incorrect trench for hands-on training. The idea is to utilize bigger companies to educate the smaller companies in understanding that they will be subcontracted to bigger companies and expected to know safe procedures. To get those subcontractors on board, they will need to attend the training provided by the bigger companies.

5. Stacia Johannsson commented that she knew of a company who wouldn’t wear safety glasses because they get in the way of their work and to better explain to the company an eye doctor came in with pictures, machinists, and trainers who explained why it’s better to wear safety glasses.

6. Paul McKee mentioned the North American Excavation Shoring Association comes here once a year. If ADOSH wants to come in we have United Com, Safeway and other companies that put an airman there where they put the hydraulic and boxes. He will forward the information to ADOSH for the next meeting.

7. Phil Murphy reviewed the updates of standards from Fed OSHA.

- a. Adopted the updated proposed penalty amounts.
- b. Fed OSHA updated their CPL Compliance Director for communicating to families, in review by ADOSH
- c. Going to adopt the Sight Specific Target Program based on 2023 OSHA recordkeeping documents that people submitted to OSHA. It’s broken into four categories. Levels that are double the average, levels that are growing and non-reporting. If you’re an industry that didn’t report, you’re on that list. Emphasis is currently out.
- d. Fed OSHA redid their amputation program; we are going to adopt that program.
- e. Fed OSHA updated their FOM chapter 6 and have been adopted. Show a reduction for employers with 1-25 employees to get a higher reduction and added more elements for quick fix. Brian stated we are in the process of updating our failure report penalty from \$1000 to \$5000 but need to do research to make sure the perception isn’t punitive and will be working with other states to see how they’ve implemented this penalty.
 - i. Amber Pappas asked how often do we get investigations on failure to report? Phil stated that out of the 10 listed above we got one notification from Claims. Phil explained that we receive information as tips or from the news, fire Department, police department, or family members. Amber mentioned that most companies are completely uneducated on the responsibility to report. Paul McKee asked if ADOSH is generating inspections based on hospitalizations that get reported to you? Phil said it depends on what occurred and some of the

serious events can also be handled through RRI (Rapid Response Inquiry) if an inspection cannot be completed due to resources and inspectors.

8. Brian said we are staffed with bodies but still short CSHO's who are in training and have released 2 on their own in July, with 2 more being released soon. Brian stated that all state plans and government agencies have issues with retention due to the salaries offered by the private industry and that people with direct OSHA experience are often sought out. ADOSH compliance CSHO's and Supervisors received an increase in salary this year to help combat that. We are considering future employment opportunities that target recruitment such as fire departments and governments that know the value of pension and bankers hours.

9. Anthony Dominguez wondered what sizes of businesses were the target for non-reporting. While Phil mentioned that we look at all sizes beyond the threshold for mandated reporting, Bryce recognized that it's usually the small businesses who are non-reporting due to their lack of knowledge but that he & Brian have been talking to employers when they come in, typically after being cited.

- a. Follow up: Contact the Registrar of Contractors and Corporation Commission would allow us to plug something in on their website. Robert added that with those cities that use PEP, you can use the business license when business registers for the city at the annual renewals. Brian added that we have a relationship with ROC and Bryce has been working to provide training that we initiated with the Arizona Commerce Authority.
 - i. People who get their contractor's license can be made aware of free consultation services. The only requirement with consultation is that they agree to correct any violation of the regulations.

10. ADOSH had a positive response to the Safety Summit in May with the City and County of Yuma. Our Commissioners had their meeting there and also did a tour of a VPP site in San Luis. City of Yuma had numerous training classrooms and registered 400-450 people to attend the various training sessions. Our next Summit Meeting is planned for February in the Phoenix area and intend to have more summits specifically for construction, manufacturing and general industry. Out of the settlement conferences with employers that have been cited, 90- 95% did not know they were violating standards. Because of this, we are working on building public awareness and advertise our services and standards, with an emphasis on trenching and heat. It's important to get our brand out there so people know who to contact.

- a. Stacia surmised that there should be a mandatory class with an hour class to obtain a permit for constructions.
- b. Amber revisited the idea of working with the Registrar of Contractors and emphasized the Trench Alliance, recognizing that CALOSHA requires a permit to trench, but that Arizona does not. She suggested that in working with the Chamber of Commerce and Industrial Commission, ADOSH could create a flyer or mailer that would offer free consultations.

11. Amber revisited the satellite offices for Northern Arizona. Brian mentioned the CSHO that was discussed in the last Committee Meeting is almost out of training for us to test out this option. Director Testini thinks it would be beneficial to look into areas like Yuma, Eastern AZ, Stafford, and Thatcher. Update to come once CSHO is released on their own.

12. Amber asked for an update on the high hazard alerts, especially for the AZ Rock Product. The website had been on hold because of a software update that took precedence. Brian said the website is now being adjusted and Supria from MIS is working on updating each division's specific page. The idea is to put the High Hazard alert on the main window. MIS is concentrating on the consultation side of the house which also includes high risk standards.

13. Paul recalled a conversation about the ADOSH advocate coming back. Brian said they are looking at an electronic version of it along with the fatal gram to be uploaded to the website. MIS is also working on the software so that we can be updated every quarter.

14. Anthony asked if there is a way to establish a relationship between the state licensing entities and ADOSH for intergovernmental agreements to require these individuals to attend ICA orientation, highlighting laws mandating workers compensation and safety laws, without such could have a tremendous impact on them.

a. Bryce stated that we now have on-demand heat stress training on the website and are working on training for employers rights and responsibilities. Amber emphasized it could be simple but that it was necessary to be in English and Spanish. Brian stated that ADOSH doesn't create the standards, we provide the information, and this is where it starts at this table to move forward; that ADOSH can't create the law, we enforce it.

VI. Advisory Committee Update

- a. Amber Pappas started the update with the subject of the Heat Stress Prevention taskforce.
 - i. The governor appointed 24 representatives, from all different expertise and industries, with the goal of utilizing different minds and representatives to come together and come up with recommendations. This is not open to the public because they are expected to meet with members of the public based on the conversations happening in the taskforce.
 - ii. There will be a meeting in November and December, to come up with final recommendations, with the possibility of sub-meetings as needed.
 - iii. Working with Charles Carpenter to create an agenda and qualifications for the representatives.
 - iv. There is a shared portal for the representatives to post findings, data, and make comments.
 - v. The taskforce will put together their recommendations and bring them in front of the Advisory Committee, who should expect to see a request for a proposed rule as well as general recommendations to guide ADOSH, who is currently citing under the general duty clause. After the committee, it will be submitted to the ICA

VII. Pending Standards & Updates

VIII. Comments and Questions

IX. Review of ADOSH Advisory Committee By-laws

- a. Possibly increase the size of the structure in order to pull from different industries in AZ
 - i. 1 Management, 2 Labor, 2 Public, 2 at large, 1 Agriculture, 1 ADOSH
- b. Top 3 industries with fatalities discovered in the Fatality/Injury Alliance meetings:
 - i. Trenching, Roofing Construction, Construction, Transportation Warehouse, Administrative Support
- c. Top 3 industries with injuries discovered in the Fatality/Injury Alliance meetings:
 - i. Retail Leisure Loss Prevention, Waste Management, Transportation, Warehousing
- d. Perspective Candidates for Advisory Committee Board replacements:
 - i. Scott Hale – Public Representative
 - ii. Bill Warren- Management Representative
 1. Robin motioned to accept both reviewed resumes and forward them to the ICA for approval. Amber Pappas second the motion. The motion passed.

X. Fatality and Injury Recommendation Report

- a. Amber asked Brian if he wants sub-meetings or is he notifying the members if that is something he is working on?
 - i. Brian clarified the support the Advisory Committee needed to provide is to set standard rules that implement mandatory minimum standardized health and safety training requirements for employers. Such as in the construction industry, employees must have specific OSHA training.
 1. He would like to submit to the committee an actionable item: Significant Injury and Fatality Alliance (SIF) be merged with the Trenching Alliance to share knowledge between companies, to boost a strong safety management system across the industries.
 2. Emphasize 'Sticky' – Stuff that can kill you: A set of 8 high risk activities that if you do it wrong, you won't go home from it
 3. FRM – Fatal Risk Management: List of 23 fatal activities re; lockout tagout, equipment operations, etc.
- b. ADOSH website and ADOSH advocate electronic version: No recommendation needed because it is in progress of being implemented

- c. Standard rule of mandatory minimum that requires OSHA 10 proposals of standards of trenching excavation requirements.
 - i. Dig permits required on site such as, shoring and trenching.
 - ii. Amber asked if we can utilize the current Trench Alliance? Brian answered that companies need to give up a day of work to attend.
 - iii. Creation and implementation of SIF can be implemented by advisory
 - iv. Creation of SEP's can be implemented by advisory committee
 - i. Standard rules to implement minimum standardized health and safety training and Standards of trenching excavations will go through commission.
 - ii. Phil recognized that the creation and implementation of SIF requiring 10 hours training for all construction workers would cover all training associated. Trenching 10-hour training would fall in employees' rights. Not all states require it, however, Nevada does because they made an agreement with FED OSHA.
 - v. Trenching requires dig permit – training in trenching and excavation
 - vi. Brian will have a proposal by December 10 for any construction employees to have the OSHA-10
 - vii. Bryce recommended asking the ICA Director about a qualified person being funded through the grants to help offset funds and get qualified trainers

XI. ADOSH Academy

- a. Purpose is to be able to pull from the academy for a tech position, who will be fast tracked to a CSHO.
- b. Graduates would still have to go through an interview process
- c. If we are doing the training ourselves, there are no costs incurred.
- d. Recommended course: 10-12 weeks of training. M/W/F classes & Tues/Thurs work with the Intake team.
- d. Proposals
 - i. Options of how to move forward with the ADOSH Academy
 - i. ASU 510 & 511
 - ii. Tracks with National Safety Council
 - iii. Track of training with internship
 - ii. Amber Papas moved to accept to move through the National Safety Council at the discretion of ADOSH management to work towards building the ADOSH Academy. Stacia seconded. The motion passed.

XII. Presentation on Post-tensioning

- a. 2:18:16 Blue Coble addressed Brian Hudson with a letter requesting standards for Post-tensioning, ANSI 10-9 reinforcing construction with concrete and masonry, on behalf of the The International Association of Iron Workers. The language is the same as it was presented to California, Washington, Michigan, and Oregon. In 1999, a fatality occurred in Arizona: a person stood over a jack and was killed. Blue included letters of support and a report that's been compiled with the number of first aids that lead to serious injuries and serious injuries that lead to fatalities in this field.
- b. Blue clarified that this request is specifically for the reinforcing of the ANSI standard, with additional masonry language.
- c. Amber mentioned that there will be additional comments in the future once she speaks to contractors in the industry.
- d. Brian motioned to review the documentation Blue provided and continue the conversation. All agreed.

XIII. Future Meeting Schedule

It was agreed upon by the Committee that the next meeting of the ADOSH Advisory Committee will be scheduled in person on **Wednesday December 10, 2025 at 9:30am in person in ADOSH Phoenix.**

XIV. Farwell to Members

- a. **Stacia Johannsson - Member since 1999**
- b. **James Biddle - Member since 2015**

XV. Adjournment of Meeting

Blue motioned to adjourn the meeting and Robert seconded the motion.

End of meeting: 12:06 P.M.