

MINUTES OF MEETING  
OF THE INDUSTRIAL COMMISSION OF ARIZONA  
Held at 800 West Washington Street  
Phoenix, Arizona 85007  
Thursday, March 5, 2026 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	Joseph M. Hennelly, Jr.	Vice Chair
	D. Alan Everett	Commissioner
	Maria Cecilia Valdez	Commissioner
	Orion J. Godfrey	Commissioner
	Gaetano J. Testini	Director (Telephonic)
	Afshan Peimani	Chief Legal Counsel (Telephonic)
	Lisa Padgett	Deputy Director
	Brandt Smith	Deputy Director
	Charles Carpenter	Legislative Affairs Chief/Public Information Officer
	Charles Conner	COOP Program Manager
	Renee Pastor	Self-Insurance
	Brian Hudson	ADOSH Director
	Cecelia Herrera	ADOSH Deputy Director
	Bethany Votta	ADOSH Admin
	Debbie Rol	ADOSH Admin
	Kara Dimas	Safety Program Manager
	Yvonne Borunda	Legal
	Anniemarie Tisi	Commission Secretary

Chairman Kavanaugh convened the meeting at 1:04 p.m. In attendance, confirmed by roll call were Angel Cabrera (Snell and Wilmer); Jazmin Moreno (Agave Community); Alondra MS (AZ AANHPI Advocates); Charles Brown, Mark Wright (B&F Contracting Inc.); Barbara Carmona (ICA Account); Katelyn Parady (National COSH and the Arizona Heat Standards Coalition); Garcia Gutierrez (Poder Latinx); Cervantes Nevarez (SEIU); Also in attendance on the telephone, confirmed by roll call Anca Tomoiaga (Risk Management Administrators); and Brooke Pike (City of Yuma).

Approval of Minutes of February 26, 2026 Regular Meeting Minutes.

Commissioner Valdez moved to approve the Minutes of the February 26, 2026 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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a. Approval of Requests for Renewal of Self-Insurance Authority.

1. City of Yuma
2. Costco Wholesale Corporation
3. Securis Insurance Pool

b. Approval of Arizona Division of Occupational Safety and Health Proposed Citations and Penalties Less Than \$15,000.

1. JAAF Plastering LLC dba J & A Plastering - CP-2026-TN246-0068

Chairman Kavanaugh requested Securis Insurance Pool be removed from the Consent Agenda for further discussion.

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

Discussion and Action of Securis Insurance Pool Renewal of Self Insurance Authority.

Chairman Kavanaugh opened discussion regarding the Securis Insurance Pool item that had been removed from the consent agenda. Questions were raised regarding background information indicating that none of the fire districts participating in the pool were inspected by Arizona Division of Occupational Safety and Health (ADOSH) in the past year. Staff explained that municipal fire department may be inspected under public entity inspections when applicable and noted that larger municipal entities with fire departments have been included in past inspections. Staff also indicated that some rural entities may not have fire departments and that inspections depend on jurisdictional Considerations, but this could be an area of increased emphasis. Additional concerns were noted regarding the relatively high denial rate associated with Securis claims. Discussion included clarification that exposure or incident reports are not necessarily the same as workers compensation claims. It was noted that employees are expected to report incidents or exposures to their employer, so the event is documented in case a related medical condition arises later. The importance of clear communication with policyholders and employees regarding proper reporting and claims processes was discussed.

Commissioner Valdez moved to approve Securis Insurance Pool and Vice Chair Hennelly seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Discussion and Action of Arizona Division of Occupational Safety and Health Proposed Citations and Penalties.

Chairman Kavanaugh discussed the purpose of and process for the Commission's consideration of ADOSH citations and proposed penalties.

Glaz-Tech Industries, Inc.  
2207 East Elvira Road  
Tucson, AZ 85756

Program Planned	
Years in Business:	35
Empl. Covered by Inspection:	50



- a) Northeast corner of N Ball Park Blvd & W Camelback Rd, Phoenix: Two employees installed a valve on a sewer pipe while inside an approximately 28 feet six inch long by 14 feet 11 inch wide by 16 feet deep trench with a Quik-Shor trench box model #QSTB3-410 serial # unknown and a Quik-Shor trench box model #QSTB6-820 serial # unknown and the trench boxes were not installed in a manner to restrict lateral movement. 29 CFR 1926.652(g)(1)(ii)

Div. Proposal - \$11,823.00

Formula Amt.- \$9,458.00

TOTAL PENALTY - \$194,156.00

TOTAL FORMULA AMT. - \$157,217.00

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

Chairman Kavanaugh checked if the Commissioners had any question and Vice Chair Hennelly expressed appreciation for divisions efforts to form an alliance to raise awareness and address these to take corrective actions. Chairman Kavanaugh also noted that it was fortunate that no fatalities or injuries occurred in this particular instance and that BNF indicated they would be participating in the alliance. Chairman Kavanaugh invited a representative from BNF to come to the podium and address the Commission if they wished to provide comments. The representative from BNF declined to comment at this time but expressed appreciation for the opportunity to do so.

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

#### Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Ms. Tisi confirmed Commission meeting dates through April 2026. Chairman Kavanaugh discussed the previously scheduled March 26, 2026, meeting in Douglas Arizona. Which was cancelled due to travel advisories. Staff indicated that the Douglas meeting may be rescheduled for September and the options for another non-Phoenix meeting location are still being considered.

Mr. Testini updated the Commissioners that the Arizona Division of Occupational Safety and Health (ADOSH) advisory board met on Tuesday, March 3, 2026 and will be forwarding recommendations.

Mr. Carpenter updated the Commissioners provided a legislative update noting that legislative deadline had been extended, allowing several bills to continue moving forward. He reported that the bill increasing the burial benefit from \$5000 to \$10,000 and Senate Bill 1136, which removes the marriage provision, have both passed the Senate and moved to the House. Senate bill 1215 and the House bill 2231, which addresses a missing comma in the firefighter presumption statute, have been moved between chambers. He also noted that House Bill 2744 would add overtime wages to those adjudicated by Labor Department. Additionally, House Bill 1550, the Commissioner's bill, passed the Senate floor with a 30-0 vote and remains active.

#### Public Comment.

Katelyn Parady, representing the National COSH and the Arizona Heat Standards Coalition provided public comment regarding workplace heat safety. She referenced discussions from the

ADOSH Advisory Committee meeting and expressed support for the development of formal heat standards, noting that rulemaking is a structured process and that other states have successively implemented similar standards. She acknowledged ADOSH resource limitations but stated that a formal standard could provide clearer expectations for employers regarding heat protections such as water, shade, rest, training and emergency response. She also cited research and data indicating increased worker injuries and fatalities associated with extreme heat and encouraged the Commission to begin rulemaking as it considers the governor's task force recommendations.

The meeting was adjourned at 1:38 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By   
Gaetano J. Testini, Director

ATTEST:

  
Anniemarie Tisi, Commission Secretary