

**Meeting Minutes**  
**ADOSH Advisory Committee Meeting**  
**December 10, 2025 – Phoenix, AZ**

<b>Industrial Commission of Arizona / Arizona Division of Occupational Safety and Health (ADOSH)</b>	<b>ADOSH Advisory Committee (AAC) Attendees</b>
Brian Hudson, ADOSH Director	Anthony Dominguez (Chair and Public)
Phil Murphy, Deputy Director of Compliance	Amber Pappas (Co-chair/Agriculture/Construction)
Debbie Rol, Administration Assistant	Robyn Steiner (General) <u>Online</u>
Bethany Votta, Administration Supervisor	Robert Duffy (Public)
Charles Carpenter, ICA PIO <u>Online</u>	Paul McKee (Utilities)
	Blue Coble (Union) <u>Online</u>
	Bill Warren (Management)

**I. Call Meeting to Order**

Anthony Dominguez (ADOSH Advisory Committee Meeting Chair) Opened and welcomed everyone at 9:33 am. Amber Pappas (Co-chair/Agriculture/Construction), Paul McKee (Utilities), Robyn Steiner (General), Bill Warren (Management), Brian Hudson (ADOSH Director), Phil Murphy (Deputy Director of Compliance), Ryan Baulzer (SRP), Debbie Rol (Administrative Assistant), Bethany Votta (Administrator Supervisor), Robert Duffy online (Public), Charles Carpenter online (ICA PIO), Blue Coble online (Union).

**II. Public Comment – Open Forum**

- a. Ryan Baulzer, in attendance but has no comment

**III. Approval of September 3, 2025, Meeting Minutes**

Anthony Dominguez asked the Committee for any comments or corrections to September 3, 2025, DRAFT Minutes. Robert Duffy motioned for the approval of minutes and Amber Pappas seconded. All in favor said Aye. The ADOSH Advisory Committee Meeting Minutes were accepted and approved.

**IV. Director’s Overview & Update –Brian Hudson ADOSH Director**

- a. Brian Hudson updated the committee that ADOSH has backfilled vacant positions and has more inspectors out on their own. He also mentioned the Alliances that have taken place, which include the Fatality and Injury Reduction Alliance and the Trenching Alliance. Currently ADOSH has placed the SIF alliance on hold to focus on the Trenching Alliance due to the trend of injuries in the workplace across Arizona.
- b. Amber Pappas asked for clarification on an adopted standard for grouping & ungrouping citations. Phil Murphy answered if the inspection pertains to an Emphasis program it will not be grouped, which means it will be cited separately with individual penalty amount.
- c. Amber Pappas gave an update from the final meeting for the Governor’s Heat Taskforce, which had representatives from every demographic and industry, including worker’s compensation and clinical backgrounds. There were challenges in getting this group to come to a consensus and from what they were able to agree on, have proposed a recommendation that will be published next week to ADOSH, for their review. There may be a need to hold a separate meeting that includes the ADOSH Advisory Committee to take action based on feedback from the Taskforce’s recommendation, to ensure the Standard is feasible, economically viable, and affords protections. The recommendations, where there is consensus, will be used to update the SEP which is 2 years old. One of the requirements of the Executive Order was to reward businesses that are going above and beyond as well as ADOSH to post data regarding efforts toward the Emphasis program. Once published, the taskforce will be able to share data to help the Advisory Committee to make decisions on whether to update the SEP or pursue a Standard. Robert Duffy asked if there would be a draft to review, Amber Pappas answered yes, once it is finalized

by the ICA and governor's office, it will be available for the Advisory Committee to review, with the final recommendations with 100% consensus.

- d. Phil Murphy commented that there is a State House Bill regarding Trenching that was given to ADOSH to review and will have to respond by January. Anthony Dominguez asked what was included. Brian Hudson mentioned that there is an update to the training requirements. It is currently not available for public review. Charles Carpenter stated the bill is being proposed and has not been assigned a bill number.

#### **V. Pending Standards Update – ADOSH**

- a. Brian stated there are no new pending updates at this time.

#### **VI. Trenching Alliance Update – ADOSH**

#### **VII. Injury and Fatality Reduction Alliance – ADOSH**

- a. Brian Hudson is going to initiate the SIF alliance and turned the question over to the Advisory Committee for an update on an action plan for training. Anthony stated that there was no progress since the last meeting. Brian Hudson is looking to get more information on what the Committee wants to see regarding CSHO academy, while ADOSH spearheads the SIF Alliance themselves. At the last Advisory meeting, it was voted on as such: “Amber Pappas 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.”

#### **VIII. Unfinished Business**

- a. Anthony Dominguez asked for an update to the structure of the Committee and if Brian Hudson was going to update the By-laws. It was recommended in the last meeting to have 1 Management, 2 Labor, 2 Public, 2 at-large, 1 Agriculture, 1 ADOSH, for a total of 8 voting members and 1 non-voting ADOSH member. The change to the by-laws has to happen after the Committee agrees on how many voting members it will have. Brian Hudson proposed to add manufacturing/microchip due to the booming industry in Arizona. Amber Pappas asked Robyn Steiner to clarify what the definition of “at-large” is. She said it was a general category that was not identified specifically. Brian Hudson reminded the Committee that out of the Fatality and Injury Reduction Alliance Retail was listed as a leader for injuries. Robert Duffy mentioned there was a previous meeting that mentioned having members in Management, General Industry, Union, Public, Government, Agriculture, Construction, Education, Healthcare, and Retail. This would establish 10 voting members and 1 ADOSH representative. Amber Pappas stated that we were looking at adding 1 more from where we are now. Anthony Duffy recognized that 9 would be an easier number to work with but as a committee, had previously discussed having 11 members. There was discussion regarding what would qualify as “at-large”, what industry should be emphasized, and the difficulties of getting members to stay on the Committee. Robert Duffy proposed to submit their written proposals to Anthony Dominguez by email to be consolidated into a vote at the next Advisory meeting before turning it over to ADOSH to edit the by-laws. Robyn Steiner seconded that motion. All in favor said Aye. The motion passed.
- b. New members Bill Warren & Scott Hale were approved by the Commission on September 11, 2025. We are waiting for Resolution of Appointment, signed by Commissioners.
- c. Paul McKee has decided to leave the Committee and proposed Ryan Balzer (SRP) as his replacement. His resume will be reviewed by members and voted on by the next meeting, before being sent to ADOSH and then presented to the Commission.  
At the last meeting, Blue Coble proposed that we adopt the standards that align with the ANSI Concrete & Masonry standards regarding the reinforcing and post-tensioning standards. Since that meeting, Amber Pappas held a Town Hall meeting with her stakeholders and got feedback from it, but it is not ready to be discussed with the Committee. This topic is being tabled for review at the next meeting. Additionally, Blue will be sending it out in a different format to ensure access from all members.

#### **IX. New Business**

- a. Amber Pappas previously touched on Heat Taskforce in Director's Overview.
- b. Paul McKee asked for a Fatality update for the quarter.

- i. One employee was found face down, initially thought to be a medical event but the Medical Examiner said there was massive trauma.
- ii. One employee was exposed to Post Holes and got wrapped in
- iii. One employee was walking the purlin and fell off without protection
- iv. One employee was run over by a yard tractor
- v. One employee was working on equipment with no lock out tag out and an axle fell on him
- vi. One employee was unloading a toolchest. This was identified as not in jurisdiction
- vii. One employee was crossing a work zone
- viii. One employee was run over by their own vehicle, This was identified as not in jurisdiction
- ix. One employee fell off a second story top plate.

**X. Schedule & Confirm next Committee Meeting**

It was agreed upon by the Committee that the next meeting of the ADOSH Advisory Committee will be scheduled for **Tuesday March 3, 2026 at 9:30am in person in Phoenix.**

**XI. Adjournment of Meeting**

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

**End of meeting: 10:38 A.M.**