

MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at 800 West Washington Street
Phoenix, Arizona 85007
Thursday, June 25, 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
Lisa Padgett	Deputy Director
Afshan Peimani	Chief Legal Counsel
Brandt Smith	Deputy Director
Charles Carpenter	Legislative Affairs Chief/Public Information Officer
Charles Conner	COOP Program Manager
Brian Hudson	ADOSH Director
Phil Murphy	ADOSH Deputy Director
Cecilia Herrera	ADOSH Deputy Director
Anna Maria Stonerock	ADOSH Safety Consultant
Frank Cardoza	ADOSH Supervisor
Bethany Votta	ADOSH Admin
Andy Campbell	Chief Administrative Law Judge
Julissa Blanco	Workers Comp Insurance Claims Specialist II
Vanesa Garay	Workers Comp Insurance Claims Specialist II
Kara Dimas	Safety Program Manager
Perrie Colon	MIS Administrator
Yvonne Borunds	Legal
Anniemarie Tisi	Commission Secretary

Chairman Kavanaugh convened the meeting at 1:15 p.m. In attendance, confirmed by roll call were Carmina Gregorio (Snell and Wilmer); Maya Campbell, and Madeleine Horejs (Snow Carpio Weekly intern); Madison Bai (AZ AANHPI Advocates); and Dafne Cortez (Rumbo). Also, in attendance on the telephone, confirmed by roll call Darren VandeVoorde, Lynette Woodie (ArcBest Corporation); Lisa Garcia (Salvation Army); Paul Piazza (Honeywell International, Inc.); Terri Rybacki, and Ann Black (Macy's, Inc.); Lora Figgat (Intel Corporation); Darren VandeVoorde (Pinnacle West Capital Corporation); Jen Martel (Raley's Arizona, LLC dba Bashas); Ted Howard (Shamrock Foods Company & Shamrock Farms Company); Christina Collins (Central Arizona Project); and Tammy Galey (Honor Health).

Approval of Minutes of June 11, 2026, Regular Meeting Minutes.

Commissioner Valdez moved to approve the Minutes of June 11, 2026, regular session meeting and Commissioner Everett 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 Arizona Division of Occupational Safety and Health Proposed Citations and Penalties Less Than \$15,000.
 1. Chang Chun (Arizona) LLC - CP-2026-JL680-0068
 2. MSE Supplies LLC - CP-2026-BM831-0007
 3. Red Mountain Roofing LLC - CP-2026-BM831-000
 4. The Fairfax Companies, LLC dba Tank's Green Stuff - CP-2026-JL680-0067

Commissioner Everett moved to approve the 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 Requests for Renewal of Self-Insurance Authority.

1. ArcBest Corporation
2. Honeywell International, Inc.
3. Intel Corporation
4. Macy's, Inc.
5. Pinnacle West Capital Corporation
6. Raley's Arizona, LLC dba Bashas
7. Salvation Army Western Territory
8. Shamrock Foods Company & Shamrock Farms Company

ArcBest Corporation

Renee Pastor-Wooten presented recommendation for renewal. Staff reviewed the company's experience modification rate, denial rate, financial condition, safety program improvements, and implementation of the Commission's Heat Safety Guidelines. Commissioners discussed continued efforts to reduce the company's experience modification rate and encouraged participation in the Voluntary Protection Program (VPP).

Company representatives confirmed that heat safety procedures have been in place for several years and reported no Arizona heat-related injuries.

Following discussion, Commissioner Godfrey moved to approve the renewal of ArcBest Corporation's Self-Insurance Authority, and Commissioner Valdez seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Honeywell International, Inc.

Renee Pastor-Wooten presented the renewal recommendation, noting Honeywell's strong safety performance, low experience modification rate, financial stability, and continued participation in the Voluntary Protection Program. Company representatives updated the Commission regarding Honeywell Aerospace's transition to commercial workers' compensation insurance while Honeywell International will remain self-insured.

Following discussion, Commissioner Everett moved to approve the renewal of Honeywell International, Inc's Self-Insurance Authority, 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.

Intel Corporation

Renee Pastor-Wooten presented recommendation for Intel's renewal request, including discussion regarding experience modification rates, denial rates, injury trends, financial condition, and implementation of the Heat Safety Guidelines. Commissioners encouraged Intel to consider participation in the Voluntary Protection Program (VPP).

Following discussion, Commissioner Valdez moved to approve the renewal of Intel Corporation's Self-Insurance Authority, 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.

Macy's, Inc.

Renee Pastor-Wooten presented recommendation for Macy's experience modification rate, payroll classifications, denial rate, financial condition, and ongoing consultation with ADOSH. Company representatives reported continued success with their heat illness prevention program and positive collaboration with ADOSH consultation.

Following discussion, Vice Chair Hennelly moved to approve the renewal of Macy's Self-Insurance Authority, 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.

Pinnacle West Capital Corporation

Renee Pastor-Wooten presented recommendation for the renewal recommendation noting Pinnacle West's excellent safety performance, low experience modification rate, low denial rate, strong financial condition, and no open OSHA inspections.

Following discussion, Commissioner Valdez moved to approve the renewal of Pinnacle West Capital Corporation's Self-Insurance Authority, 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.

Raley's Arizona, LLC dba Bashas'

Renee Pastor-Wooten presented recommendation for Bashas' experience modification rate, payroll classifications, denial rate, and safety improvement efforts. Commissioners discussed diversification of payroll classifications and implementation of the Commission's Heat Safety Guidelines. Company representatives reported no heat-related illnesses and confirmed continued compliance with heat safety practices.

Following discussion, Commissioner Valdez moved to approve the renewal of Raley's Arizona, LLC dba Bashas' Self-Insurance Authority, 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.

The Salvation Army Western Territory

Renee Pastor-Wooten presented recommendation. Staff presented the renewal recommendation and discussed improvements resulting from ADOSH consultation, including establishment of safety committees, enhanced driver safety programs, and implementation of a non-punitive hazard reporting process. Company representatives reported continued success with their heat illness prevention program and ongoing consultation with ADOSH.

Following discussion, Commissioner Godfrey moved to approve the renewal of The Salvation Army Western Territory’s Self-Insurance Authority, 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

Shamrock Foods Company & Shamrock Farms Company

Renee Pastor-Wooten presented recommendation. Staff presented the renewal recommendation, discussing injury trends, denial rate, financial condition, and safety improvement efforts. Company representatives confirmed implementation of their Heat Illness Prevention Program and stated that heat illness has not been a significant source of workplace injuries.

Commissioners encouraged Shamrock to consider participation in the Voluntary Protection Program (VPP).

Following discussion, Commissioner Everett moved to approve the renewal of Shamrock Foods Company & Shamrock Farms Company’s Self-Insurance Authority, 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.

Discussion and Action regarding Appointment of Special Assistant to the Industrial Commission of Arizona.

The Commission considered the appointments of:

1. Julissa Blanco
2. Vanesa Garay

Vice Chair Hennelly moved to approved to appoint both individuals as Special Assistants to the Industrial Commission, 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.

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.

West Direct Oil, LLC
640 North 31st Avenue
Phoenix, AZ 85009

Site Location: 2640 North 31st Avenue
Phoenix, AZ 85009
Inspection No: CP-2026-AH685-0024

Complaint	
Years in Business:	6
Empl. Covered by Inspection:	18

Brian Hudson presented the Injury and Fatality Task Force recommendations, outlining efforts to reduce workplace fatalities and injuries through enhanced safety training, updated ADOSH resources, and proposed rulemaking. Chairman Kavanaugh thanked the task force for its work and expressed support for the recommendations, noting that they align with the Commissions' strategic goals to improve workplace safety.

Following discussion, a motion was made, Commissioner Godfrey moved to approve to adopt the Task Force recommendations and proceed with implementation, and Commissioner Valdez seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Public Comment

Dafne Cortez, community organizer with Poder in Action, addressed the Commission regarding the impact of extreme heat on Arizona workers. Ms. Cortez shared experiences from community members and urged the Commission to support enforceable heat safety standards that provide workers' access to water, shade, rest, and additional protections during extreme temperatures.

Chairman Kavanaugh thanked Ms. Cortez for her comments and noted the Commission's continued work on heat safety initiatives.

Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Ms. Tisi announced that there will be no Commission meeting on July 9, 2026 and July 23, 2026, and that the next Commission meeting is scheduled for July 2, 2026, July 16, 2026, and July 30, 2026.

Mr. Carpenter provided a legislative update, reporting that four bills affecting the Industrial Commission had been signed into law. These included SB 1215 (agency bill), SB 1254 (the "missing comma" bill), SB 1135, which increases workers' compensation burial benefits from \$5,000 to \$10,000, and SB 1136, which allows surviving spouses of first responders who remarry to continue receiving death benefits. Commissioners discussed the implementation of the legislation, including the retroactive provisions of SB 1254 and SB 1136, and noted the effective date of September 12, 2026.

The Commission also discussed SB 1182, relating to early work start times during the summer months. Discussion focused on the interaction between the state law and local ordinances affecting construction work hours and efforts to reduce employee exposure to extreme heat. Chairman Kavanaugh encouraged Commissioners to direct any related concerns or complaints to Commission staff for further review.

No action was taken.

The meeting was adjourned at 2:34 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By _____

Gaetano J. Testini, Director

ATTEST:

Anniemarie Tisi, Commission Secretary