

MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at 800 West Washington Street
Conference Room 308
Phoenix, Arizona 85007
Thursday, August 6, 2015 – 1:00 p.m.

Present:	Dale L. Schultz	Chairman
	David M. Parker	Commissioner
	Michael G. Sanders	Commissioner
	Joseph M. Hennelly, Jr.	Commissioner (video)
	Clint Bolick	Commissioner
	Andrew Wade	Acting Director
	Sylvia Simpson	Chief Financial Officer
	Valli Goss	Assistant Chief Counsel
	William Warren	ADOSH Director
	Larry Gast	Assistant ADOSH Director
	Erik Anderson	Compliance Officer
	Renee Pastor	Accounting
	Kara Dimas	Commission Secretary

Chairman Schultz convened the Commission meeting at 1:00 p.m. noting a quorum present. Also in attendance were Ernest Calderon and April Hamilton representing Costco, Timothy Coons representing Stuart Glenn, and Jason Weber of Snell & Wilmer.

Approval of Minutes of July 22, 2015 Regular Meeting and July 22, 2015 Executive Sessions.

The Commission unanimously approved the Minutes of the July 22, 2015 Regular Session meeting and the July 22, 2015 Executive Sessions Minutes on motion of Commissioner Parker, second of Commissioner Sanders.

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.

1. 2C14/15-2260 Exclusive Nail Couture Professional, L.L.C. dba Exclusive Nail Couture
2. 2C14/15-2400 JTR Enterprises, Inc., dba Spring Pedic Mattress Factory
3. 2C14/15-2002 Lightwave Technologies, L.L.C.
4. 2C14/15-0175 Robert Denovan & Linda Denovan, H&W dba The Linda Denovan Group

5. 2C14/15-2537 ROI Improvements, L.L.C.
6. 2C14/15-0188 Truck Max Inc.
7. 2CSP15/16-0012 William Morris Investment Services, L.L.C.

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

1. Nordstrom, Inc.
2. Pinnacle West Capital Corporation
3. Purcell Tire & Rubber Company
4. Swift Transportation Co., Inc.
5. Truly Nolen of America, Inc.
6. YRC Inc., dba YRC Freight

Chairman Schultz asked if any agenda items needed to be removed from the Consent Agenda. Commissioner Parker asked if YRC Inc. dba YRC Freight could be removed from the consent agenda and heard separately. Chairman Schultz announced that YRC Inc. dba YRC Freight would be heard separately. The Commission unanimously approved the remaining items on the consent agenda on motion of Commissioner Bolick, second of Commissioner Hennelly.

YRC Inc., dba YRC Freight - Renee Pastor presented staff's renewal report and summarized some historical information related to the self-insurance renewal process. She recommended renewal of YRC Inc., dba YRC Freight's workers' compensation self-insurance authority with the security deposit established at 135% of unpaid net liability.

Commissioner Parker commented on the liabilities related to Superfund sites and how the security deposit is based on claim reserves rather than actuarially developed liabilities. He noted the security amount could be much lower than the ultimate cost of the claims should an employer not pay the claims. Commissioner Parker noted that YRC had another year of negative numbers and he agrees with the security being calculated using a 135% factor, and he would recommend follow up regarding this employer.

Chairman Schultz noted that the self-insurance retention is at \$250,000.00, that he shared all of Commissioner Parker's concerns, and interim reviews for this matter would be appropriate. Ms. Pastor commented on providing interim reviews. After further discussion, Commissioner Parker moved to approve renewal authority with YRC posting security at 135% within the next 30 days with staff to perform and supply the Commission with quarterly updates for the next year. Commissioner Sanders seconded the motion and the Commission unanimously voted in favor of the motion. Ms. Pastor asked if the quarterly updates should include both financial information and claims data. Commissioner Parker replied that the review report should include financial information and clam information if there is a noticeable difference with claims that may accentuate the risk. Commissioner Sanders added that he had concerns with the potential for safety and liability issues with the aging fleet.

Discussion and Action Regarding Requests to the Governor's Office for Approval Under Executive Order 2015-01 to Proceed with Rulemaking.

Andrew Wade stated that the Office of the Arizona Governor has approved the Commission's request for an exemption from the rulemaking moratorium related to the new OSHA standards for confined spaces in construction and the Commission may proceed with rulemaking activities. Commissioner Parker noted that there has been mention in trade magazines

that it appears federal OSHA is going to delay the enforcement of the new standards and asked if that action would impact adoption of the new standards or would ADOSH address that as part of enforcement. Mr. Wade described the time frame for adopting the new standards and commented on other rulemakings that may be discussed in greater detail under agenda item 8.

Executive Session under A.R.S. § 38-431.03(A)(3) and (A)(4) to Discuss Arizona Division of Occupational Safety and Health Discrimination Complaint.

Commissioner Parker moved the Commission enter into executive session to discuss contemplated litigation and to obtain legal advice regarding the ADOSH discrimination complaint Stuart Glenn vs. Costco Wholesale Corporation. Commissioner Sanders seconded the motion and the Commission unanimously voted to move into executive session. Executive session minutes are kept separately.

The Commission returned to regular session at 1:46 p.m.

Discussion and/or Action of Arizona Division of Occupational Safety and Health Discrimination Complaint.

14-2919-11 – Stuart Glenn vs. Costco Wholesale Corporation dba Costco

William Warren presented a summary of Mr. Glenn's complaint, the employer's response, and the results of the ADOSH investigation. Mr. Warren recommended that the Commission not pursue the matter because the investigation did not identify sufficient evidence to support pursuit.

Chairman Schultz asked Timothy Coons if he would like to address the Commission. Mr. Coons stated he appreciated the opportunity. He noted that both he and attorney Brad Gardener represent Mr. Stuart Glenn, and they had offered during the investigation, to supply, if needed, additional information. Mr. Coons commented that he had not received any rebuttal statement from Costco or other information that Costco was supplying to the Commission as far as its position. He added that he would be happy to supply additional information if needed. He thanked the Commission.

Chairman Schultz asked Ernest Calderon if he would like to address the Commission. Mr. Calderon thanked the Commission for allowing them to make a comment. He noted Costco's open door policy and that Costco takes very seriously any allegation of an OSHA violation, health violation, or even bad customer service. Mr. Calderon commented on Mr. Glenn's complaints and Costco's view that it has dealt forthright with Mr. Glenn. He referred to what Mr. Coons had said and commented that if Mr. Coons was suggesting that ADOSH staff did not share things with him and that based on his experience both in administrative law and appellate law, that staff played this by the book and there was nothing done that would short change Costco or would short change Mr. Glenn. Mr. Calderon thanked the members of the Commission.

Chairman Schultz asked Mr. Coons if he had anything to add. Mr. Coons stated that he was in no way indicating a wrongful act by the Commission and hoped that his comments were not taken that way.

Chairman Schultz asked Mr. Coons if he had copies of the letters that were written from Costco management to his client. Mr. Coons replied that he did have the letters. Chairman Schultz asked if he also had a copy of the transcript from the interview of his client and Mr.

Warren noted that the investigation file is not a public record until the investigation has been closed. Chairman Schultz explained the reason that he asked was having reviewed all of the materials that were provided, what else Mr. Coons thought was in the file that he did not receive. Mr. Coons replied that there were indications that Costco had provided some sort of report or other types of rebuttal and that he was not provided the responses by Costco.

Commissioner Parker noted that he had requested staff obtain additional information from Costco to answer a question he had regarding training policies and procedures. He described his view of the evidence that Mr. Glenn was a long term employee who had concerns about certain issues and did not agree with the resolution of those issues. Commissioner Parker explained that Mr. Glenn may have believed that his concerns were thrown by the wayside rather than management having come to a conclusion regarding those concerns and believed that they had resolved the concerns. Commissioner Parker described Costco's response to the concerns as a reasonable and measured response noting that Mr. Glenn had not just raised safety concerns but wrote letters to the CEO, the board of directors, to investors, and to employees greatly disparaging management and calling for replacement of top leadership, and even suggesting who should be the new leaders of the corporation. Costco's response was that they addressed the issues, and even though he may not have agreed with the resolution, he was to address concerns with designated individuals first and then, if he does not obtain results, follow the open door policy. Commissioner Parker explained that Costco directed Mr. Glenn to raise his concerns to individuals that could promptly address the concerns. He noted the July 3, 2014 letter and the August 21, 2014 counseling memo that explains the expectations and warns that failure to abide will result in termination. Commissioner Parker noted that Mr. Glenn wrote another letter on October 16, to the shareholders, employees, members, and then left copies in the breakroom for everybody in the world to see, all of the employees, and once again disparaging management in the process. Mr. Glenn did not follow instructions and caused a huge disruption in the workplace. Commissioner Parker referred to the interview of Mr. Glenn where he said he was following employees into the bathroom just to see if they had washed their hands before they went back to work in the food court and noted why this behavior was not acceptable and could not continue. He added that Mr. Glenn's behavior was actually disrupting safety in the workplace.

Commissioner Bolick commented on the connection between Mr. Glenn raising safety concerns and the action that was taken by the employer. He noted that the question is whether Costco properly sanctioned Mr. Glenn for insubordination and in that situation, an employer should have the opportunity to show that its requirements as to time, place, and manner were reasonable. Here, there was no indication of a culture of indifference to workplace safety and it does not appear that the rules that the employer established were unreasonable. Commissioner Bolick noted that Costco's rules appear to be calculated not to stifle workplace safety concerns, but to accommodate them and respond to them. Based on a very thick record in which the employee spoke for himself on many occasions, there was no reason why Mr. Glenn had to go outside of that process to get his concerns resolved. Commissioner Bolick added that it is important to be clear that in these kinds of situations the Commission will look behind the policy and not just simply accept insubordination as a justification for any type of action on the part of an employer, but if the employer has reasonable procedures, then failure to comply with the policy may be an appropriate basis for taking adverse action.

Commissioner Parker added that where Mr. Glenn believed there were food safety issues, he complained to the health department, and that was an appropriate place to complain about food safety issues. When Mr. Glenn had an employee safety violation, he complained to OSHA – a very appropriate place to complain. With respect to the issue related to smoking near the gasoline

pump, Mr. Glenn can always complain to the authority having jurisdiction, whether the State Fire Marshall, or the local fire department or district, and those are appropriate places to complain for those types of issues. Commissioner Parker explained that Costco provided an avenue to report safety and acknowledged the importance of safety and directed Mr. Glenn to report safety issues to a designated person because Costco wanted to make sure that there was a proper and prompt response to the safety concern, and if Mr. Glenn did not agree with the outcome, he could still elevate the concern but one level at a time. He explained that Mr. Glenn just writing disparaging letters again was not appropriate and he believed that Costco's response was reasonable.

Chairman Schultz asked Commissioner Parker if he had a motion. Commissioner Parker moved that the Commission adopt staff's recommendation and not pursue. Commissioner Sanders seconded the motion. The Commission unanimously voted to not pursue.

Chairman Schultz thanked everyone for attending.

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

3816 N. 16 th Street, Inc. dba Casa Tierra Apartments	Complaint	
3816 N. 16 th St	Years in Business:	1
Phoenix, AZ 85016	Empl. Covered by Inspection:	5
Site Location:	3816 N. 16 th St	
	Phoenix, AZ 85016	
Inspection No:	H1793-1059705	
Inspection Date:	04/28/2015	

SERIOUS – Citation 1 - Item 1 – Maintenance room: One Key Cutter, Kaba Ilco model # 045 Manual, serial # PD012325 clear plastic guard (manufacturers part number 129681) was not provided to protect operator(s) and other employees from hazard(s) created by rotating parts. (29 CFR 1910.212(a)(1)).

Div. Proposal - \$600.00	Formula Amt. - \$600.00
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SERIOUS – Citation 1 - Item 2 – Unit 219: The circuit breaker box was not protected by a dead front and cover panel to guard against accidental contact with live 120 volt current. (29 CFR 1910.303(g)(2)(i)).

Div. Proposal - \$750.00	Formula Amt. - \$750.00
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SERIOUS – Citation 1 - Item 3 – Roof: Two employees working at the height of approximately 12 feet exposed to fall hazards were not protected from falling by the use of guardrail systems, safety net systems, or personal fall arrest systems. (29 CFR 1926.501(b)(13)).

Div. Proposal - \$750.00	Formula Amt. - \$750.00
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SERIOUS – Citation 1 - Item 4 – Roof: Two employees working at the height of approximately 12 feet exposed to fall hazards were not provided training to recognize the hazards of falling or the procedures to be followed to minimize these hazards. (29 CFR 1926.503(a)(1)).

Div. Proposal - \$750.00	Formula Amt. - \$750.00
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SERIOUS – Citation 1 - Item 5 – The employer did not verify fall protection training by preparing a written certification record for employees exposed to fall hazards. (29 CFR 1926.503(b)(1)).

Div. Proposal - \$750.00	Formula Amt. - \$750.00
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TOTAL PENALTY - \$3,600.00

TOTAL FORMULA AMT. - \$3,600.00

Mr. Warren summarized the citations and proposed penalty as listed. Commissioner Sanders asked about the photos that appeared to be taken from the rooftop and Mr. Warren explained that the photos were from a video supplied to ADOSH. Chairman Schultz asked about the ladder and Mr. Warren responded to the question. Commissioner Parker asked about citations 4 and 5 and Mr. Warren explained the reason for not grouping the citations. The Commission unanimously approved issuing the citation and assessed the recommended penalty of \$3,600.00 on motion of Commissioner Bolick, second of Commissioner Parker.

Anewco Products, Inc.
1800 S. Research Loop
Tucson, AZ 85710

Planned
Years in Business: 21
Empl. Covered by Inspection: 88

Site Location: 1800 S. Research Loop
Tucson, AZ 85710
Inspection No: T3633-1067962
Inspection Date: 06/04/2015

SERIOUS – Citation 1 - Item 1 – Water jet cutting area: Employees did maintenance work on machines, including the water jet cutters and CNC machines, and the employer had not established lockout/tagout procedures and trained all employees that did the maintenance work to ensure that the equipment would be isolated and rendered inoperative prior to any work where the unexpected energizing or start up could occur and cause injury. (29 CFR 1910.147(c)(1)).

Div. Proposal - \$1,250.00

Formula Amt. - \$1,250.00

SERIOUS – Citation 1 - Item 2 – CNC machining area: Employees were using the Hass brand vertical mill, model number VF2E, unknown serial number, to machine a production run of parts, and the door interlock switch was not turned on. (29 CFR 1910.212(a)(1)).

Div. Proposal - \$2,500.00

Formula Amt. - \$2,500.00

TOTAL PENALTY - \$3,750.00

TOTAL FORMULA AMT. - \$3,750.00

Mr. Warren summarized the citations and proposed penalty as listed. Chairman Schultz noted the additional eight instances with Citation 1, Item 2, and given the injuries seen with these exposures or very similar exposures, these are very serious violations. Commissioner Bolick agreed with the observation and asked for the reason that some of the additional violations were not separately identified as serious violations. Mr. Warren responded to the question. Following discussion, the Commission unanimously approved issuing the citation and assessed the recommended penalty of \$3,750.00 on motion of Commissioner Sanders, second of Commissioner Hennelly.

Empire Metal Products, Inc.
2007 W Mountain View Rd
Phoenix, AZ 85021

Referral
Years in Business: 11
Empl. Covered by Inspection: 107

Site Location: 2007 W Mountain View Rd
Phoenix, AZ 85021
Inspection No: T9350-1059372
Inspection Date: 04/29/2015

SERIOUS – Citation 1 - Item 1 – Employees had not been provided training on how to safely operate the Chicago Dreis & Krump Mfg. Co Press Brake 15 ton, Model number 135, Serial

number 15098, Royal Press Brake Model number 50-16, Serial number 51-12-557, Pacific Press Brake Model K150, Serial number 2831650 prior to the employees using the press brake. (A.R.S. § 23-403(A)).

Div. Proposal - \$3,500.00

Formula Amt. - \$3,500.00

SERIOUS – Citation 1 - Item 2 – The employer did not establish an energy control program for the location, or energy control procedures for specific equipment in order to prevent the unexpected startup or energization of equipment that could cause injury to an employee performing service or maintenance on the equipment. (29 CFR 1910.147(c)(1)).

Div. Proposal - \$1,750.00

Formula Amt. - \$1,750.00

SERIOUS – Citation 1 - Item 3 – Curb Department: A Chicago Dreis & Krump Mfg. Co. Press Brake 15 ton, Model number 135, Serial number 15098, was not guarded at the point of operation to prevent the operator from placing any part of the body into the danger zone during the operating cycle. (29 CFR 1910.212(a)(3)(ii)).

Div. Proposal - \$3,500.00

Formula Amt. - \$3,500.00

TOTAL PENALTY - \$8,750.00

TOTAL FORMULA AMT. - \$8,750.00

Mr. Warren summarized the citations and proposed penalty as listed. Commissioner Parker referred to Citation 1 Item 1, noted 23-403(C), and asked if ADOSH had addressed whether the lack of training is common in the industry. Erik Anderson responded to the question. Commissioner Parker asked how ADOSH addressed 403(C). Mr. Wade commented on 403(C). Commissioner Parker commented on 403(C) as an element of the citation versus an affirmative defense. Following further discussion, Chairman Schultz tabled the matter to provide additional time for ADOSH to address whether the cited practices or conditions were common in the industry.

Red Mountain Roofing LLC
4735 E Virginia St Bldg 3
Mesa, AZ 85215

Complaint
Years in Business: 6
Empl. Covered by Inspection: 12

Site Location: 7928 E Pueblo Ave
Mesa, AZ 85208
Inspection No: W0250-1052680
Inspection Date: 04/8/2015

WILLFUL SERIOUS – Citation 1 - Item 1 – Roof: Ten employees were working on a 5:12 pitch roof with an eave height of approximately nine feet and were not protected from falling by guardrail systems, safety net systems, or personal fall arrest systems. (29 CFR 1926.501(b)(11)).

Red Mountain Roofing LLC was previously cited for a violation of this occupational safety and health standard or its equivalent standard (29 CFR 1926.501(b) (10), which was contained in OSHA inspection number 317857167, citation number 1, item number 1 and was affirmed as a final order on 12/16/2014, with respect to a workplace located at 1700 N 7th Ave, Phoenix, AZ 85007.

Div. Proposal - \$28,000.00

Formula Amt. - \$28,000.00

SERIOUS – Citation 2 - Item 1 – 7928 E Pueblo Ave Mesa, AZ 85208: An employee was not trained in the safe operation of a JLG forklift model 8042, serial number 1677696. (29 CFR 1910.178(l)(1)(i)).

Div. Proposal - \$3,500.00

Formula Amt. - \$3,500.00

TOTAL PENALTY - \$1,000.00

TOTAL FORMULA AMT. - \$1,000.00

Mr. Warren summarized the citations and proposed penalty as listed. Commissioner Parker commented on mounted photograph number 2 and how the knowledge of the foreman, who is on the roof, is imputed to the employer. Commissioner Bolick asked about the use of conventional fall protection in the context of the work the employer was performing. Mr. Warren responded to the question. Commissioner Parker commented on a potential benefit of a national building code that would require permanent roof anchors. Following discussion, the Commission unanimously approved issuing the citation and assessed the recommended penalty of \$29,000.00 on motion of Commissioner Parker, second of Commissioner Bolick.

Sun Health Senior Living, LLC dba
Sun Health La Loma Care Center
14260 Denny Blvd.
Litchfield Park, AZ 85340

Planned
Years in Business: 10
Empl. Covered by inspection: 41

Site Location: 14260 Denny Blvd.
Litchfield Park, AZ 85340
Inspection No: Q6169-1048006
Inspection Date: 03/20/2015

SERIOUS – Citation 1 - Item 1 –

- a) A workplace hazard assessment and written certification was not completed to verify the selection and use of required personal protective equipment (PPE) to ensure the correct types of PPE were being used based on the hazards for the tasks performed. (29 CFR 1910.132(d)(1)).
- b) Kitchen: Six employees working with a corrosive material such as Shamrock Descaler Concentrate and ProClean Pro Quat 400 were not provided appropriate eye and face protection. (29 CFR 1910.133(a)(1)).
- c) Kitchen: Six employees working with a corrosive material such as Shamrock Descaler Concentrate and Shamrock Oven & Grill Cleaner were not provided appropriate hand protection. (29 CFR 1910.138(b)).
- d) Kitchen: An emergency eyewash station providing at least 15 minutes of continuous water flow was not made immediately available to employees who work with Category 1 corrosives such as ProClean Pro Quat 400 and ProClean Lo-Temp Marathon Dishwashing Compound. (29 CFR 1910.151(c)).

Div. Proposal - \$1,800.00

Formula Amt. - \$1,800.00

SERIOUS – Citation 1 - Item 2 – Main Maintenance Shop: Two 4 x 4 receptacle boxes were lacking a cover plate. (29 CFR 1910.305(j)(1)(i)).

Div. Proposal - \$1,350.00

Formula Amt. - \$1,350.00

TOTAL PENALTY - \$3,150.00

TOTAL FORMULA AMT. - \$3,150.00

Mr. Warren summarized the citations and proposed penalty as listed. Commissioner Parker commented on the eyewash station shown in mounted photograph number 3. He also commented on Pro Quat 400 being highly concentrated. Commissioner Bolick asked if prompt abatement ever qualified for a good faith reduction. Mr. Warren responded to the question.

Following discussion, the Commission unanimously approved issuing the citation and assessed the recommended penalty of \$3,150.00 on motion of Commissioner Sanders, second of Commissioner Bolick.

Discussion and Action and Potential Resolution regarding proposed rulemaking amending A.A.C. R20-5-601 (Standards for Construction Industry) and R20-5-602 (Standards for General Industry) to adopt and incorporate by reference amendments to 29 CFR 1926 and amendments to 29 CFR 1910 updating references throughout to the American National Standard for Industrial Head Protection ("ANSI Z89-1") as published on June 22, 2012, in the Federal Register, 77 FR 37587. This agenda item may also include a status report by staff of other pending rulemakings to amend R20-5-601 and R20-5-602 to adopt Federal Occupational Safety and Health standards, rules and regulations.

Mr. Warren explained that federal OSHA has updated standards related to Industrial Head Protection and ADOSH recommends the Commission proceed with a notice of proposed rulemaking to adopt these standards. He described the updated references to the American National Standards Institutes' standards and how amending A.A.C. R20-5-601 and R20-5-602, the Arizona construction standards and general industry standards, would incorporate those new standards.

Commissioner Parker asked Mr. Wade about the notation that adoption is not required. Mr. Wade acknowledged that adoption was not mandatory, noted some benefits to the new standards, and explained how the Commission adopts federal OSHA standards by incorporation by reference using the publication date in Rules 601 and 602. He noted that other rulemakings in process will have publication dates subsequent to the publication date for the industrial head protection amendments and when those rulemakings are completed, the incorporation date will include these industrial helmet rules. Commissioner Parker commented on difficulties created when regulatory standards refer to outdated industry standards while protective equipment that is currently available meets the new industry standards, not obsolete standard incorporated by reference.

Mr. Wade described the intent to roll the industrial helmet rulemaking into an ongoing rulemaking and he described some applicable time frames. Commissioner Parker commented on the order of the rulemakings in the context of incorporating by reference the federal standards and Mr. Wade added that staff intended to address the rulemaking for recordkeeping and reporting as a stand-alone rulemaking and he explained why.

Chairman Schultz asked if there were any other questions or comments, hearing none, he asked if there was a motion. Commissioner Parker moved the recommendation, directing staff to proceed with a notice of proposed rulemaking for industrial head protection and Commissioner Sanders seconded the motion. The Commission unanimously voted in favor of the motion.

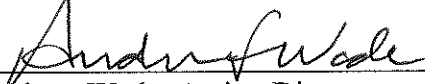
Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Mr. Wade explained that the Commission is being presented with a Retirement Resolution recognizing Theresa Acosta with the Special Fund Division for her 19 years of state service.


The Commission reviewed the schedule for future meetings and established meeting dates through October. Ms. Dimas noted the assessment hearing has been tentatively scheduled for October 15 and the stakeholder meeting is tentatively scheduled for November 12.

There was no public comment and Chairman Schultz asked if there was a motion to adjourn. Commissioner Sanders moved to adjourn and Commissioner Bolick seconded the motion. The Commission unanimously voted to adjourn and the meeting was adjourned at 3:11 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By 
Andrew Wade, Acting Director

ATTEST:


Kara Dimas, Commission Secretary