

**OCCUPATIONAL SAFETY  
AND HEALTH STANDARDS BOARD**

2520 Venture Oaks Way, Suite 350  
Sacramento, CA 95833  
(916) 274-5721  
FAX (916) 274-5743  
Website address [www.dir.ca.gov/oshsb](http://www.dir.ca.gov/oshsb)



**SUMMARY**  
**PUBLIC MEETING/PUBLIC HEARING/BUSINESS MEETING**  
**February 18, 2016**  
**Oakland, California**

**I. PUBLIC MEETING****A. CALL TO ORDER AND INTRODUCTIONS**

Chairman Dave Thomas called the Public Meeting of the Occupational Safety and Health Standards Board (Board) to order at 10:04 a.m., February 18, 2016, in the Auditorium of the Harris State Building, Oakland, California.

**ATTENDANCE****Board Members Present**

Dave Thomas  
Dr. Robert Blink  
David Harrison  
Patty Quinlan  
Barbara Smisko

**Board Member Absent**

Laura Stock

**Board Staff**

Marley Hart, Executive Officer  
Mike Manieri,  
Principal Safety Engineer  
Peter Healy, Legal Counsel  
David Kernazitskas,  
Senior Safety Engineer  
Sarah Money, Executive Assistant

**Division of Occupational Safety and Health**

Juliann Sum, Chief  
Eric Berg, Deputy Chief of Health

**Others Present**

Lyra Louvel  
Syren De Mer  
James Bartholet, Actor  
David Jones, AGC of CA  
Jenny Huang, Unite Here  
Erinn Coter, Unite Here Local 2  
Adam Cohen, AHF  
Abella Danger  
Damien Michaels, Performer  
Mike Chase

Eric Paul Leue, Free Speech Coalition  
Julia Ann Tavella  
Jodi Taylor, Performer  
Tho Do, Unite Here  
Alejandro Negrete, Unite Here  
Maggie Mayhem, FSC  
Whitney Engeran-Cordova, AHF  
Victoria Colliver, San Francisco Chronicle  
Mark Kernes, Adult Video News  
Veronica Gonis, Performer

Maurice Theodre McKnight  
Freya French, Performer  
Brad Knight, Performer  
Jessica Drake, Wicked Pictures  
Brad Pelletier, KCO Radio  
Kevin B. Quintero, Treasure Island Media  
Sofia Delgado, AHF  
Brian Emmette, Mr. Mrs. Fox, Inc.  
Brandon Hart, Cal/OSHA  
Bruce Wick, CALPASC  
David Holland, Emory University  
Danielle Blakkon  
Derek Ballou, Performer  
Robert Sanchez, Talent Manager  
Aiden Starr, Performer  
Jay Taylor, Performer  
Aaron Thompson, Performer  
Owen Gray, Performer  
Micky Mod, Performer  
Jessi Dubai Cristian Macdonald, Performer  
Eric John, Erotique Entertainment, Inc.  
Jimmy Broadway, Severe Sex  
Lauren Phillips, Performer  
Michael Musser, CA Teachers Association  
Dan Leacox, Greenberg Traurig  
Alex Chance  
Mark McGrath, AHF  
Kevin Thompson, Cal-OSHA Reporter  
Teresa Cheng, Unite Here 2850  
David Shiraishi, Federal OSHA  
Elizabeth Treanor, PRR  
Marie Duelppe, Karen Tynan Attorney at Law  
David Downs, Treasure Island Media  
Prof. Constance Penley, UC Santa Barbara  
Kitty Stryker, Harlot Media/Stryker Studios  
Lotus Lain, Kink.com  
Rowan Ruim, Performer  
Sebastian Keys, Performer  
LaTeigra C. Cahill  
Jose Mineros, Falian Audio Group  
Deborah Gold, CIH  
Cynthia Perez  
Mia Li, Performer  
Five Star, Kink  
Janice Griffith, Adult Performer  
Vanessa Veracruz, Adult Performer  
Bill Bailey, Male Performer  
Jiz Lee, Jiz Lee, LLC  
Tarantino XXX, Performer  
Eden Alexander, Performer  
Brad Armstrong, Wicked Pictures  
Adam Robinson, Falcon Studios  
Jessica Creepshow, Kink.com  
Crystal Trace, Cybernet Entertainment  
Shawn Marfitt, Mr. Ms. Fox, Inc.  
Irma Perez, Unite Here  
Ashleigh Yaya, KINK.com  
Brendan Phillips, Performer  
Daniel DeLage, Performer  
Joe Filippone, Performer  
Simone Senay, Performer  
Dan Hewenex, Performer  
Stephan Ferris, Performer  
Michael Strunk, IUOE Local No. 3  
Ella Darling, APAC  
Johnny X Starlight, Performer  
Alyssa and Justin, Performers  
Mark Schechter, Adult Talent Managers  
Dee Severe, Severe Sex  
Harry Sparks, Producer/Director  
Maxine Holloway, Public Health Educator  
and Performer  
Dave Foxx  
Lily Cade  
Kevin Bland, Esq., Ogletree Deakins  
Frank Fetish, Independent Producer  
Rex Taber, Sungevity  
Karen Tynan, Attorney at Law  
Jere Ingram, Medishare EHS  
Matt Mason, Treasure Island Media  
Sarah Melancon, Melonson Adult  
Ellis Briery, Treasure Island Media  
Siouxie Q, SF Weekly/FSC/WhoreCast  
Network  
Ella Nova, Performer  
Dee Arichel, Performer/Advocate  
Dr. Hernando Chaves, College  
Professor/Licensed Therapist  
Carmelita Colt  
John Stagliano, Evil Angel Productions  
Sadie Shaw, Kink  
Peter Miao, M.D., Cutting Edge Testing  
Lorelei Lee, Adult Performer  
David Watts, Adult Industry Worker  
AJ Applegate, Female Performer

B. OPENING COMMENTS

Mr. Thomas indicated that this portion of the Board's meeting is open to any person who is interested in addressing the Board on any matter concerning occupational safety and health or to propose new or revised standards or the repeal of standards as permitted by Labor Code Section 142.2.

**Carmelita Katten, Unite Here**, stated that now is the time for the rulemaking process to begin for the hotel housekeeping proposal. She said that it has been 4 years since Unite Here petitioned the Board to develop a standard to protect hotel housekeepers from injury. She stated that at her workplace, housekeepers are required to clean 15 rooms during their shift. She said that for rooms with double beds, it is double the work for housekeepers who must lift mattresses to tuck in sheets and bedding. She asked the Division to help decrease the workload and injury rate for hotel housekeepers by putting a standard in place to protect them.

**Cynthia Perez, Housekeeper, A-Loft Silicon Valley**, stated that hotel housekeepers need the proper tools, such as mops, long-handled tools, and fitted sheets, to do their jobs so that they are less likely to be injured. She said that heavy lifting and repetitive motion without the proper tools has affected her and caused her injury. She stated that management does not help and has not taken her injuries seriously until recently, and as a result, she may have to leave her job and go on worker's compensation. She said that lightening the load on housekeeping carts will also help and make it easier for housekeepers to push the carts down carpeted hallways.

**Irma Perez, Housekeeper**, asked the Division to bring the recent draft of the hotel housekeeping proposal to the Board by June 1 so that it can be noticed for public hearing by July 1 and go to public hearing before the end of 2016. She stated that 4 years is enough time, and housekeepers have continued to get hurt on the job. She said that she belongs to a housekeeper's union, and the hotel where she works provides the tools that the housekeepers ask for, but many hotels do not think about what tools housekeepers need to do their work safely. She also stated that when housekeepers get injured, the management often blames them for it because the housekeepers are not doing their work using the methods that they were trained to use. She said that it is impossible to use these techniques and still get the large number of rooms cleaned that housekeepers are expected to clean during their shift. She stated that union housekeepers are required to clean up to 15 rooms every day, and non-union housekeepers are required to clean up to 20 rooms every day. She said that she challenged one of her supervisors to clean 15 rooms in a day using the techniques that management expects the housekeepers to use, and the supervisor was only able to clean 6 rooms in a day using those techniques.

**Tho Do, Unite Here**, stated that the Division needs to stay on course with the hotel housekeeping proposal so that it will deliver the final draft to the Board staff by June 1. She said that her organization would like for the Board to put an item on its monthly agenda to get an update from the Division on the progress of the hotel housekeeping proposal to make sure that it stays on track. She stated that her organization is deeply concerned about the fact that this proposal may not come up for public hearing until late 2016, and they would like to know what the delay is. She said that several groups support the December 3 revised discussion draft. **Nicole Marquez, Worksafe**, echoed Ms. Do's comments.

**Dan Leacox, Greenberg Traurig, representing the CA Solar Energy Industry Association (CALSEIA)**, asked the Board to vote “aye” on the proposal regarding fall protection for work around skylights that is scheduled for adoption during the business meeting. He said that this rule seeks additional feasibility and protections that make it easier and more effective to provide protection for workers around skylights. He stated that this rule will save lives and thanked the Board staff for its work on this proposal.

The following individuals also commented in support of the proposal regarding fall protection for work around skylights:

- **Bruce Wick, CALPASC**
- **Kevin Bland, representing the CA Framing Contractors Association and the Residential Contractors Association**
- **Rex Taber, Sungevity**

**Kevin Bland, representing the Free Speech Coalition (FSC)**, stated that his organization is very disappointed in the process that the proposal for sexually transmitted infections has gone through, and he encouraged the Board to vote “no” during the business meeting today. He said that his organization fought very hard to be heard by the Division throughout the process, but they were overshadowed by special interest groups that had no stakeholders in the outcome. He stated that the proposal does not provide adult film workers with reasonable options for safety and protection in their job. He said that his organization provided the Board with medical information, testimonies, and suggestions for changes that are medically feasible and protect workers, but the Division ignored this information and made the wrong decision.

**David Holland, Assistant Professor, Emory University**, stated that the proposal regarding sexually transmitted infections is another attempt to prescribe a certain kind of sexual activity and will push the adult film industry underground, which will endanger performers. **Max Cameron, Adult Film Performer, and Savannah and Mr. Fox, Adult Film Performers**, echoed this comment. Mr. Holland said that the only successful way to protect performers is to give them a choice of the types of protection that they want to use. **Siouxie Q, Adult Film Performer**, echoed this comment. Mr. Holland stated that there are several protection options available for performers to use, including pre-exposure prophylaxis (PREP) for HIV and other sexually transmitted infections, but they are not mentioned in the proposal. He asked the Board to vote this proposal down and retool it to include different protection options for performers to choose from.

**Joseph Smiser, PhD, Centers for Disease Control**, stated that he is concerned about the threshold that is being used to determine that the new regulation regarding sexually transmitted infections is necessary, and more evidence needs to be presented to show that the adult film industry is creating environments that are inherently riskier than those in other industries. He said that the language in the regulation is very vague, and it is not clear how this regulation will be enforced. He stated that it is unclear whether or not kissing requires barrier protection or if goggles and gloves are to be worn at all times. He also said that the documents relied upon in this regulation number less than 15, and of those documents that he was able to find, only 5 pertain to the industry in question. He stated that the regulation needs to be redone in partnership with those who will be affected by it.

**Maxine Holloway, Adult Performer**, stated that this regulation is designed to fail and injures adult performers by lowering STI testing standards and violating performers' HIPAA rights. **Constance Penley, Professor of Film and Media Studies, UC Santa Barbara**, echoed this comment. She said that it will push the industry underground and into other states where there is no oversight. She stated that this standard will create a public health nightmare because every standard practice for creating a public health intervention was disregarded in the development of this regulation. She said that a standard community assessment was not done, and therefore, there is a deficit of evidence-based data and a shallow understanding of sex workers in the adult film industry. She also stated that workers were shut out or ignored by the Division during the process.

**Madam Mayhem, Sex Workers Outreach Project and San Francisco AIDS Foundation**, stated that this proposal oversimplifies the complexity of human health and the decision-making processes of each performer to utilize the medical and technological advancements in HIV prevention that are available today. She said that the development of a regulation must include involvement from the people who will be affected by the regulation. **Simone Sinay, Adult Film Performer, and Dylan Ryan, PhD Therapist and Adult Film Performer**, echoed this comment. Ms. Mayhem stated that performers go through a rigorous testing protocol and they also choose who they perform with, and they are very capable of using a variety of tactics to keep themselves safe that does not involve the general public. She said that PREP and PEP are saving lives. She asked the Board to reject this proposal and have the Division work together with performers to come up with the best way to protect performers from sexually transmitted infections.

**Dee Michelle, HIV Services Manager, St. James Infirmary**, stated that the requirements in the proposal for sexually transmitted infections that require the use of gloves, condoms, and goggles will eradicate the adult film industry in California and make it go underground, creating more performer risk, health problems, stigmatization, fear, shame, and less safe options for sex workers. He said that this proposal is part of a moral crusade by the AIDS Healthcare Foundation (AHF) where porn sets are treated like medical laboratories, and performers were not included in the process of developing the proposal. He stated that it leaves no room for performer choice and does not consider alternatives to barrier protection, such as PREP and the FSC's PASS testing system. He said that the current testing system that has been built and used by the industry has prevented any new on-set HIV positive transmissions on a PASS-regulated set. **Savannah Fox and Mr. Fox, Adult Film Performers, and Sheena Rider, Adult Film Performer**, echoed Mr. Michelle's last comment.

**Dr. Hernando Chaves, College Professor and Licensed Therapist**, stated that the current testing protocol is much more effective than the testing protocol mentioned in the proposal. **Ava Star, Adult Film Performer, and Jasper Stone, Adult Film Producer**, echoed this comment. Dr. Chaves said that changing the testing protocol from every 14 days to every 3 months reduces the effectiveness of the testing protocol and will put performers at greater risk. **Constance Penley, Professor of Film and Media Studies, UC Santa Barbara, Bella Danger, Adult Film Performer, and Jay Taylor, Adult Film Performer**, echoed this comment. Dr. Chaves also stated that condoms are only 98% effective in laboratory settings. He said that in real life, condoms are only effective 70-80% of the time due to human error and breakage. He stated that during vaginal sex, condoms fall off up to 5% of the time or slip

up to 13% of the time, and during anal sex, they break up to 12% of the time. He also said that friction can lead to condom breakage.

**Mike Chase, Private Citizen**, stated that this proposal targets a group of people that are marginalized and stigmatized by society. **Siouxie Q Adult Film Performer**, echoed this comment. Mr. Chase said that it perpetuates harmful stereotypes against sex workers, which causes real and substantial harm to them. He said that since it is their body, they should get to have their choice when it comes to protection. He asked the Board to acknowledge the human rights of sex workers and vote “no” on this proposal.

**Chanel Preston, Adult Film Performer and President of the Adult Performer Advocacy Committee (APAC)**, stated that the testimony of performers and medical professionals that was given during the public hearing in May of 2015 was dismissed without consideration by the Division. She said that the very nature of sex work defies the regulations noted in this proposal, making it nearly impossible for adult film performers to do their work. She stated that she would like to see a vertical standard that addresses the unique needs of the adult film industry based on accurate data.

**Karen Tynan, Attorney**, stated that during the advisory committee process, the performers were represented by a person who worked in a Nevada brothel and had not worked in the adult film industry for several years. She said that this person’s voice did not echo the voices of the performers, so therefore, the performers were left out. She asked the Board to listen to the performers’ voices and vote “no” on the proposal regarding sexually transmitted infections.

**Eric Paul Leue, FSC**, stated that the voices of the performers were dismissed during the process and replaced with moral and theoretical concerns, and as a result, this proposal is based on stigma and stereotype. He said that his organization submitted 52 amendment requests to the Division, but all of them were ignored, and the Division treated the performers poorly throughout the process. He stated that the proposal does not reflect the reality of what happens in adult film production, and he is concerned about the threat that this regulation will pose to the health and safety of adult film workers and their livelihood. He said that this proposal undermines, reduces, and diminishes the 14-day testing protocol that is currently in place and replaces it with a quarterly testing protocol that is substandard, which will put them in harm’s way. He stated that the proposal will strip adult film workers of their reproductive rights, as well as their personal and medical privacy. **Courtney Pearson, Director of State and Local Affairs, San Francisco AIDS Foundation, and Jay Taylor, Adult Film Performer**, echoed this comment. Mr. Leue said that the industry is not opposed to being regulated, but they are opposed to this regulation, and they would like to see the Division correct its mistakes. **LaTiegna Cahill, Private Citizen, and Bertha James, Adult Film Performer**, echoed Mr. Leue’s last comment.

**Ella Darling, APAC**, stated that the proposal does not offer safety or protection for adult film workers and opposed science and the voices of performers. **Courtney Pearson, Director of State and Local Affairs, San Francisco AIDS Foundation**, echoed this comment. Ms. Darling said that the requirements for producers regarding medical record keeping put the personal safety of the entire workforce in the adult film industry at risk. **Simone Senay, Adult Film Performer**, echoed this comment. Ms. Darling stated that with this regulation, employees would be forced to give this information to every employer they work for, and it is

impossible to ensure that a privacy breach will not occur. She said that this proposal strips the bodily autonomy rights from a group of people that are already marginalized and stigmatized. She also stated that this proposal denies adult film workers the ability to do their jobs, which makes the industry unsustainable. **Julia Ann, Adult Film Performer**, echoed this comment. Ms. Darling said that other professional options for adult film performers vastly diminish after working in the industry, and working in the industry makes it difficult to do other work. She stated that if the industry leaves California, many workers in the industry will be left without work.

**Nina Hartley, Registered Nurse and Adult Film Performer**, stated that this proposal is insulting, anti-science, and appears to be a solution searching for a problem. She said that the current testing scheme in the adult film industry works great, and there is no public health scare or risk coming from the adult film industry. **Dennis Burden, Adult Film Director**, echoed this comment. Ms. Hartley stated that this regulation is part of a moral crusade that she will not consent to. She said that the AHF's process has not been tried anywhere, and therefore, has no track record and is not supported by anyone on either side of the camera. She stated that performers are fully-consenting adults who deserve to have a choice when it comes to protection. **Mia Li, Adult Film Performer, and Savannah and Mr. Fox, Adult Film Performers**, echoed Ms. Hartley's last comment.

**Jessica Drake, Adult Film Performer, Director and Sex Educator, Wicked Pictures**, stated that this proposal will not protect workers, and if it is adopted, the results will be catastrophic because the adult film industry will leave California and go underground. She said that if it does either of those things, performers will lose the PASS testing system, their community, and the support and resources given to them by the industry. **Mia Li, Adult Film Performer**, echoed this comment. Ms. Drake stated that less than 15% of Americans have been tested for HIV, but all adult film performers in California have been tested, many of whom are tested every 14 days under the current standard. She said that the 14-day testing also tests for syphilis, gonorrhea, chlamydia, trichomoniasis, and hepatitis C. She stated that sexual wellness and safety is of utmost importance to adult film performers, and the current regulations work well to protect them. She said that the industry is not opposed to being regulated, but this proposal will destroy the jobs and futures of those who work in the industry.

**Dr. Sarah Melancon, Adult Performer**, stated that this proposal does not account for how business is done in the adult film industry. She said that it is important to keep testing records, but many performers are also producers working out of their homes, so keeping the records that this regulation is asking for will seriously compromise the medical and personal privacy of adult film performers. She stated that the existing testing standards are much more sensitive than those that are required in the proposal. She also said that many films are made featuring spouses who are filming in the privacy of their own homes, which does not require the same level of protection that is required for commercial shoots. She asked the Board to reject the proposal and asked the Division to consider the unique needs of the adult film industry and to work collectively together with performers to develop a safe and practical regulation that is feasible with the current state of adult entertainment.

**Lorelei Lee, Adult Film Performer**, stated that many performers did not know that this process was going on until sometime in the last year, so they organized themselves to submit comments letters and come to the public hearing regarding this proposal so that their voices could be heard. She said that this proposal clearly dismisses their voices, puts performers' health and safety at risk, and alienates them from the government bodies that have sworn to protect them. She stated that she has worked on both legal and underground shoots, and she feels that the legal shoots are much more respectful of performers' safety and boundaries than underground shoots because underground shoots dismiss performers' requests and concerns.

**Lotus, Adult Film Performer**, stated that her sexual health is much safer since she began working in the adult film industry thanks to the industry's testing protocols. She said that the AHF is using this regulation as an attempt to grab headlines, instead of investing its resources to help minority and low income populations to prevent HIV, which is where it is really found. She stated that there is no trend of HIV infections on adult film sets, and employees are actively educated on sexual health and regulations on a continuous basis. She also said that she does not want other performers or producers to keep her medical records because they are not equipped or trained to handle this information properly. She stated that there are situations that can arise that are out of the performer's or producer's control where her medical information could be compromised.

**Mark Schecter, Adult Talent Managers**, stated that this proposal will end the careers of thousands of adult film performers, talent managers, and industry workers because it will make it infeasible for the industry to operate legally in California. **Brad Armstrong, Adult Film Performer, Wicked Pictures**, echoed this comment. Mr. Schecter said that it will drive the industry out of California, out of the country, or will force it to go underground so that it can continue to produce its material because it will be impossible to comply. **Julia Ann, Adult Film Performer, and Marcelo, Adult Film Performer**, echoed this comment. Mr. Schecter stated that Measure V in Los Angeles resulted in 15% of adult film production companies in Los Angeles relocating to other states. He said that it is a fact that no one will comply with this regulation because it will result in the production of a worthless product that cannot be sold, which will result in the end of the sale of that product or that product being made by other means. He stated that the industry has developed, maintained, and improved its testing scheme and protocol standards, and they are extremely effective. He said that if the industry goes underground, it will result in a more dangerous and unsafe environment for workers. He asked the Board to reject this proposal and have the Division work with the industry to develop a more effective standard.

**Stephan Ferris, Law Student and Adult Film Performer**, stated that this proposal runs contradictory to the mission and values of the adult film industry and strips agency from performers by applying materialistic and moralistic principles without considering other alternatives. He said that the statutory definition of adult film production in the regulation is very broad and could apply to bedrooms in private homes where spouses put on a webcam show. **Julia Ann, Adult Film Performer**, echoed this comment. Mr. Ferris stated that the proposal does not provide any alternatives for expression, which could result in a first amendment violation and litigation, which could push the industry further underground. He also said that there is no justified reason why an employer should have to keep performer medical records for 30 years. He stated that any private citizen could raise a lawsuit claiming violation of this standard, and that will give them access to the medical records, which could

violate the privacy and safety of adult film workers. **Layla Price, Adult Film Performer**, echoed this comment. Mr. Ferris asked the Board to either vote “no” on this proposal or make a motion to send it back to the Division and tell the Division to work with adult film employees to develop a standard that better protects them. **Savannah Fox and Mr. Fox, Adult Film Performers**, echoed Mr. Ferris’s last comment.

**Alex Chance, Adult Film Performer, Director, and Producer**, stated that this proposal will make it impossible for her to direct and perform in adult films. She said that barrier protections, such as goggles, gloves, and dental dams, will make adult films unsellable. **Kari Jade, Adult Film Videographer**, echoed these comments. Ms. Chance stated that she feels safe in her job following the industry’s current testing protocol. **Bella Danger, Adult Film Performer, and Mia Li, Adult Film Performer**, echoed this comment. Ms. Chance said that she currently has choices to pick from to protect herself on set, and this proposal will take away that choice. She stated that it will also require the use of barrier protection when couples are filming in the privacy of their own bedrooms, which is ludicrous.

**Siouxsie Q, Adult Film Performer**, stated that performers’ values are at stake with this proposal, and many of them are small business owners. She said that criminalizing sex work makes it more dangerous for sex workers. She stated that condoms are an impractical solution to a theoretical problem, and PREP is a more effective method of HIV prevention than forcing consenting adults to use barriers such as condoms. She asked the Board to restart the process on this proposal and take these things into consideration.

Mr. Thomas called for a break at 11:45 a.m. and reconvened the meeting at 11:55 a.m.

**Eric John, Performer, Erotique Entertainment**, stated that his company chose to comply with Section 5193, but it has been a struggle, and they have lost a lot of money and sales because of it. He said that most of his employees complain about having to comply with Section 5193 because they feel it is not necessary for their safety. He said that the adult film industry has a remarkable track record for setting and complying with its own policies for protecting workers, and he has never felt like he is in danger. He asked the Board to vote “no” on the proposal for sexually transmitted infections.

**Holly Randall, Adult Film Producer**, stated that her organization has done a shoot for Playboy TV that featured monogamous couples performing on camera for the first time. She said that during the first season, they were shooting in Los Angeles and had to wear condoms to comply with Measure V and Section 5193. She stated that the condoms had a high fail rate and made it difficult for men to perform, and also difficult to shoot. She said that the condoms also made viewers question whether or not the couples were really monogamous. As a result of this, the production was moved to Austin, Texas. She stated that she is not against the use of condoms, but performers should have the right to choose which form of protection works best for them.

**Joanna Angel, Adult Film Performer, Producer, and Director**, stated that she feels safe with the industry’s current protocols and that she has more opportunities in the adult film industry than in other careers. She said that many of the folks who work in the industry are small business owners, and if this proposal passes, it will make it impossible for them to do their work, and their small businesses will go away. She stated that she would like to work

with the Division to come up with a regulation that protects the health and safety of workers in the adult film industry.

**Derek Pierce, Adult Film Performer**, stated that the proposed regulations are grossly inadequate when it comes to protecting adult film workers from sexually transmitted infections. He said that these regulations could do more harm than good to workers in the adult film industry, as well as have a foreseeable ripple effect on small business owners in the cities where they work. He asked the Board to consider the problematic downsides of this regulation and to vote “no” on this proposal.

**Jessi Dubai, Adult Film Performer**, stated that she has chosen to undergo testing every time that she performs, and she will only perform with performers who have also been tested. She said that she feels that this proposal is being shoved down the throats of those who work in the adult film industry, and it will have repercussions. She stated that using barrier protections will not help protect a tested performer from an untested performer. She also said that this regulation will affect many small businesses in California that bring revenue to the state, and if this regulation is passed, the adult film industry will take its business elsewhere. She stated that the best way to help adult film performers protect themselves is to make testing affordable so that performers can afford to get tested more often.

**Brendan Phillips, Adult Film Performer**, stated that the proposal regarding sexually transmitted infections is unrealistic, unnecessary, and is based on a lack of understanding of sufficient porn protocol standards that are already in place. **Savannah Fox and Mr. Fox, Adult Film Performers**, echoed this comment. Mr. Phillips said that performers are already protected by testing, screening procedures, and freedom of choice. He stated that he has the freedom to work with studios that require testing, and he receives that testing at no cost. He said that the studios allow him to ask for anything that he needs to feel safe on set, and he is also given the option of using a condom. He stated that he is able to request and review any scene partner’s test results and then accept or decline any role for any reason. He also said that while on set, he communicates with producers regarding his comfort level in the scene, and if he is uncomfortable with something, directors are willing to adjust things without a problem. **Mia Li, Adult Film Performer**, echoed this comment. Mr. Phillips stated that performers need the freedom to choose the intimacy and level of contact on set that makes them feel safe. He asked the Board to protect performers’ freedom and livelihood by voting “no” on this proposal. **Dylan Ryan, PhD Therapist and Adult Film Performer**, echoed this comment.

**Zach Smith, Adult Film Performer**, stated that this proposal is very vague and is an attempt by the AHF to use the Division to harass performers. He said that performers are harassed and threatened constantly, and if this proposal passes, he is concerned that people will threaten to call the Division and file a complaint in order to get something that they want.

**Ashleigh Yaya, Adult Film Performer, Kink.com**, stated that this proposal is inundated with stipulations that contradict the Board’s intent to protect the rights and freedoms of adult film workers. She said that this proposal will violate performers’ privacy rights by skirting the lines of doctor-patient confidentiality, and will repeal their right to bodily autonomy by implementing strict and invasive policies that will dictate their physical behavior. She also stated that it will eliminate the reliable testing practices that the industry currently has in place and will replace it with a system that allows sexually transmitted infections and diseases more

time to develop. She said that this proposal is based on the perception of performers' needs, not their voices. She asked the Board to vote "no" on this proposal and encourage the Division to work with performers to develop a regulation that will best suit their needs. **Sheena Rider, Adult Film Performer**, echoed Ms. Yaya's last comment.

**Lilly Cade, Adult Film Performer**, stated that performers in California currently have a community support system and a safety net that holds them accountable to each other, and this regulation will eliminate all of that for performers and drive the industry out of California or underground. She said that she has worked on underground adult film sets, and underground sets do not have any protection, testing standards, or accountability for performers. She stated that the barrier protections that this proposal will require performers to use will make it impossible for performers to do their jobs, will make the resulting product unmarketable, and if the product can't be sold, they can't afford to produce it.

**Spencer Barick (David Dice), Adult Film Performer**, stated that this proposal grossly violates the liberties of adult film performers. He said that the adult film industry feeds millions of dollars into California's economy and helps performers to support their families. He stated that producers care about the health and well-being of the performers who work for them. He said that this proposal will eliminate all of this and will not help protect performers.

**Ramsay Yvette, Adult Film Performer**, stated that this proposal creates a double standard for adult film workers and appears to have not had any performer involvement or feedback during the process. He said that he is very concerned because this proposal will violate the privacy rights of a group that is already vilified for its work. He stated that he feels very safe following the current testing protocols and that these protocols are also a form of barrier protection. He also said that there are things in mainstream cinema, such as kissing, that should be regulated.

**Max Cameron, Adult Film Performer**, stated that this proposal is a complete farce and a disservice to the health and well-being of adult film performers. He said that this proposal will make HIV testing more infrequent and will further stigmatize performers, especially gay performers like himself. He stated that other options need to be considered, such as PREP, which is 100% effective in reducing the transmission of HIV. He said that performers deserve the right to choose which option will provide them with the best protection.

**Ariel X, Adult Film Performer**, stated that this proposal will destroy the industry's current testing protocols. She also said that Sections (e)(3), (e)(4), and (e)(6) will require producers to keep documents of provision of periodic medical services for every performer, and Sections (e)(4) and (e)(5) will require them to give a copy of these documents to a healthcare professional, both of which could violate performers' privacy rights.

**Dan Beamer, Adult Film Performer**, stated that this proposal is not going to help protect performers, and more research needs to be done before it is voted on. **Motor Monster Johnson, Adult Film Performer**, echoed this comment. Mr. Beamer said that the proposal requires performers to use water-based lubricants, but the World Health Organization does not recommend using water-based lubricants because of their high osmolality level. He also stated that using water-based lubricants can result in a 9 times greater risk of transmission of herpes and HIV because it causes cells to slough off in the vagina and anus. **Kavan, Adult Film**

**Performer**, echoed Mr. Beamer's comments.

**Kevin Quintero, Adult Film Performer and Director**, stated that this proposal will limit what adult film workers can do. He said that these regulations will force the industry to go underground, where employers do not care about the health and well-being of their employees and will exploit them to make money. He also said that if the industry moves out of California, he cannot afford to move with it, so he will be forced to go back to working underground in the industry, which he does not want to do.

**Lilith, Adult Film Performer and Animator**, stated that she has tried to animate condoms out of adult films, but it cannot be easily done. She said that to animate condoms out of a few seconds of film, it takes several hours and a very intense process to do it. She stated that the industry proposed 52 amendments to the proposal when it came up for public hearing, but the Division ignored all of them. She asked the Board to consider the industry's amendments along with the testimony of the performers who have spoken today and vote "no" on the proposal.

**Jasper Stone, Adult Film Producer**, stated that this proposal will be ineffective in preventing the transmission of sexually transmitted infections and diseases and will be an economic burden on California. He also said that California will lose millions of dollars in tax revenue from the industry, and thousands of jobs will be lost, because the industry will go underground and leave the state.

**Joe Filippone, Adult Film Performer**, stated that laws need to be developed that prevent HIV transmission outside of the adult film industry, especially in the mainstream film industry. He said that mainstream film industry has more actual sex that occurs without condoms, and on those types of sets, the workers are never asked about their HIV status, never tested for sexually transmitted infections, and never offered the option to use a condom. He stated that adult film performers know their HIV status because they are tested every 2 weeks, while other adults are tested only once, and some folks in their teens and 20's have never been tested and don't know their HIV status. He said that because adult film performers are tested every 2 weeks, he feels much safer having sex with folks in the industry than with folks outside the industry. He stated that the adult film industry is a much bigger exporter of films than the mainstream film industry, and therefore, it keeps the California economy alive. He said that if this proposal passes, it will force adult film performers to use a certain kind of protection and will take away their choice. He also stated that the industry will leave California and either go underground or out of state, which will cause California's economy to go bankrupt.

Mr. Thomas called for a break at 1:25 p.m. and reconvened the meeting at 1:45 p.m.

**Kitty Stryker, Adult Film Performer**, stated that she is concerned about the requirement that requires employers to keep performers' medical records for 30 years post-employment. She said that while large production companies have access to more secure measures to keep records secure, performers who have clip stores do not have that kind of access. She stated that this requirement will put performers and their family members at risk. She said that hers and her family's information was recently compromised and disclosed online, and as a result, she and her family were harassed.

**Stefan Estudiano, Adult Film Performer**, stated that this proposal is overregulating the safety of the situation that adult film performers face. He said that when he performs, he knows the infection status of the other performers that he is working with. He stated that the barrier protections required in this proposal are more than what is required for an emergency room nurse to use, and emergency room nurses often do not know a patient's infection status before they work on the patient. He said that performers would like to work with the Division to come up with a regulation that works for them and best protects them.

**Tripton Ducate, Adult Film Performer**, stated that he supports his family with his work. He said that the proposal will make the safe environment of the adult film industry unsafe by making producers go underground and eliminating the industry's current testing protocols. He also stated that the requirement for producers to keep performers' medical records violates performers' privacy rights and HIPAA laws, and it leaves performers vulnerable to stalkers and other harm. **Vanessa Veracruz, Adult Film Performer**, echoed Mr. Ducate's last comment.

**Brad Armstrong, Adult Film Performer, Wicked Pictures**, stated that this proposal is another overreaching attack on the adult film industry that borders on malicious persecution. He said that there are other industries where workers are also exposed to bodily fluids and have the same risks that the adult film industry does, but they are not being regulated in the same way that the adult film industry is being regulated. He stated that plumbers are exposed to bodily fluids, yet they have no idea what they have been exposed to and do not have to use protection. He said that boxers are also exposed to open wounds, but are only protected by testing. He said that his organization has enforced the current condom requirement for the last 15 years, but this proposal has more to it than just requiring the use of condoms.

**John Stagliano, Owner, Evil Angel**, stated that this proposal will create a lot of extra expense for adult film companies that will cause them to leave California. He said that the barrier protections that this proposal requires will make their products unsellable. He stated that people who work in the adult film industry in California are tested frequently for sexually transmitted infections and diseases, and if they come up positive, they are not allowed to work in the industry. He said that these workers are much safer due to the frequent testing, and if the industry leaves California, performers in California will be less safe.

**Joseph David Reed, Jr., Adult Film Performer**, stated that this proposal has nothing to do with the safety and health of adult film performers. He said that this proposal is a political agenda that is being forced onto performers by a group that has nothing to do with the adult film industry. He stated that this proposal will force workers to either leave their jobs, leave the state, or spread the political agenda that is being forced on them instead of spreading their own message. He said that everyone should be tested just like adult film performers get tested, rather than having to use condoms.

**Justin and Melissa, Adult Film Performers**, asked the Board to vote "no" on this proposal because it is ridiculous for folks like them who have only been with, and performed with, each other. Justin said that they both have been tested and are safe. He said that they are uncomfortable with the idea of having to use barrier protection in their own bedroom when they have only been with, and performed with, each other. He stated that they only perform on the weekends to help pay their bills.

**LaTiegria Cahill, Private Citizen**, stated that people with HIV already face a lot of stigma and difficulty in finding employment, and this proposal will create a huge privacy concern for them. She said that she is concerned about performers' medical records and privacy being able to be violated because of this regulation. She stated that PREP has been proven to be 99% effective in preventing HIV, and as a result, only 300 people have gotten HIV this year in San Francisco.

The following individuals also commented in opposition to the proposal regarding sexually transmitted infections:

- **Dennis Burden, Adult Film Director**
- **Courtney Pearson, Director of State and Local Affairs, San Francisco AIDS Foundation**
- **Julia Ann, Adult Film Performer**
- **Simone Senay, Adult Film Performer**
- **Mickey Mod, Adult Film Performer**
- **Jiz Lee, Adult Film Performer**
- **Bella Danger, Adult Film Performer**
- **Janice Griffith, Adult Film Performer**
- **Tim Woodman, Adult Film Performer**
- **Jay Taylor, Adult Film Performer**
- **Stephanie Special, Adult Film Performer**
- **Verta, Adult Film Performer**
- **Marcelo, Adult Film Performer**
- **April Flores, Adult Film Performer**
- **Dylan Ryan, PhD Therapist and Adult Film Performer**
- **Aaron Thompson, Adult Film Performer**
- **Jimmy Broadway, Adult Film Performer**
- **Mia Li, Adult Film Performer**
- **Savannah Fox and Mr. Fox, Adult Film Performers**
- **Layla Price, Adult Film Performer**
- **Ella Nova, Adult Film Performer**
- **Sebastian Keys, Adult Film Performer and Director**
- **Motor Monster Johnson, Adult Film Performer**
- **Dee Severe, Adult Film Director and Producer**
- **James Bartholet, Adult Film Performer**
- **Jodi Taylor, Adult Film Performer**
- **Vanessa Veracruz, Adult Film Performer**
- **Owen Gray, Adult Film Performer and Producer**
- **AJ Applegate, Adult Film Performer**
- **Five Star, On-set Crewmember**
- **Sadie Shaw, Adult Film Videographer and Editor**
- **Kari Jade, Adult Film Videographer**
- **Mona Wales, Adult Film Performer**
- **Rebecca Riley, Adult Film Videographer**
- **Amber Turner**

- **Sheena Rider, Adult Film Performer**
- **Bobby Sanchez, Talent Department Employee, Kink.com**
- **Mr. Pam Gay Porn Mama, Director and Camera Operator**
- **Moose, Adult Film Performer**
- **Dan O'Connell, Adult Film Producer and Director**
- **Mo Reese, Adult Film Production Manager**
- **Bertha James, Adult Film Performer**

**Deborah Gold, Retired Deputy Chief of Health, Division of Occupational Safety and Health**, stated that under Section 5193 regarding bloodborne pathogens, condom use is required in any type of work that involves sexual contact, and this includes the adult film industry. She said that the Division made attempts at all stages in the process to involve performers and producers. She stated that in 2009, when the advisory committee process began, the FSC facilitated communication between the Division and performers so that performers who did not wish to give their names on the record could sign in as part of the FSC and participate in the process. She said that the Division did the best it could to work with stakeholders at every stage to come up with a proposal that would work for everyone and still be at least as effective as the federal OSHA standard. She said that the existing testing protocols are helpful, but do not include everything that performers need, and performers are paying for these tests out of their own pocket. She stated that this proposal expands the existing testing protocols to include viral and antibody testing, and it requires the employer to pay for it. She said that if an employee wants to be tested more frequently, they can get tested more frequently, and the employer must pay for it. She also stated that this proposal only requires employers to keep records of offering employees the opportunity to see a doctor – it does not require them to keep records of employees' test results.

**Jed Kensla, AHF**, stated that condom use by adult film performers is not optional. He said that his organization is not opposed to using PREP, but it does have some reservations. He stated that PREP is 96% effective in preventing HIV if taken daily, but does not prevent any other sexually transmitted infections or diseases. He also said that it PREP is a 4-part HIV prevention intervention that must follow the following FDA guidelines:

1. The person must have a negative baseline HIV test to make certain that they are not already infected.
2. The person must take the PREP pill daily.
3. The person must undergo ongoing periodic testing (suggested interval: every 3 months).
4. The person must continue using other methods of prevention.

**Whitney Engeran-Cordova, Senior Director of Public Health, AHF**, stated that adult film sets are employment settings, not places where private consensual sex happens. He said that the protections mentioned in this proposal are there to provide the same protection for employees that gloves provide for emergency room nurses. He stated that the industry has been involved in the process since the beginning, and the Division and the public have heard

their voices. He asked the Board to vote “aye” on this proposal.

**Adam Cohen, Public Health Consultant, AHF**, stated that an on-set transmission of HIV occurred in the adult film industry in October of 2014. He said that a performer was tested for HIV using the adult film industry’s testing protocols and came up with a false negative result. He said that the performer went on to infect other performers and one person off-set. He stated that the lifetime treatment cost for HIV is \$500,000 per person. He asked the Board to vote “aye” on this proposal.

**Joshua Rogers, former Adult Film Performer**, stated that testing and physical barrier protection work best when they are used together to protect adult film workers. He said that this regulation will protect workers, and he asked the Board to vote “aye”.

**Derek Burts, former Adult Film Performer**, stated that during his 5-month career, he contracted several sexually transmitted infections and diseases, including HIV. He said that the industry did not educate him at all about what could happen to him, but told him that the industry’s testing protocols would protect him. He stated that testing is not a form of prevention for STI’s, and even though the industry’s current testing protocol requires that performers be tested every 14 days, there is still a time gap where a performer can become infected with an STI and spread it.

**Rachel, former Adult Film Performer**, stated that she supports this proposal, but feels it needs to focus more on producers and holding them accountable. She said that she just found out that condoms are required to be used on adult film sets, even though the industry told her that they were optional. She stated that no one in the industry told her that testing is available for HIV, genital herpes, or oral herpes. She said that she feels that if she asked to use a condom, she might get looked at weird, the scene might get canceled, or she would be replaced with someone who was okay with not using a condom. She stated that she did not know what she was allowed to say yes or no to because it varied between producers.

**Brittany Santangelo, former Adult Film Performer**, stated that she supports this proposal and requiring a combination of condom use and testing. She said that women in the adult film industry should not be put at risk for becoming infertile or contracting a disease that cannot be reversed.

The following individuals also commented in support of the proposal regarding sexually transmitted infections:

- **Cameron Adams, former Adult Film Performer**
- **Sofia Delgado, former Adult Film Performer**

**Mr. Leue** stated that regarding the use of PREP, the CDC only recommends the additional use of condoms. He said that the efficacy of PREP is not dependent upon whether or not condoms are used with it.

Mr. Thomas called for a break at 2:50 p.m. and reconvened the meeting at 3:00 p.m.

C. ADJOURNMENT

Mr. Thomas adjourned the public meeting at 3:00 p.m.

II. **BUSINESS MEETING**

Mr. Thomas called the Business Meeting of the Board to order at 3:00 p.m., February 18, 2016, in the Auditorium of the Harris State Building, Oakland, California.

A. PROPOSED SAFETY ORDERS FOR ADOPTION

1. TITLE 8:        **GENERAL INDUSTRY SAFETY ORDERS**  
                              Sections 3207 and 3212  
                              **Fall Protection for Work Around Skylights**

Mr. Manieri summarized the history and purpose of the proposal and indicated that the proposal is now ready for the Board's adoption.

MOTION

A motion was made by Mr. Harrison and seconded by Ms. Quinlan that the Board adopt the proposal.

A roll call was taken, and all members present voted "aye." The motion passed.

2. TITLE 8:        **GENERAL INDUSTRY SAFETY ORDERS**  
                              Section 5193.1  
                              **Sexually Transmitted Infections**

Ms. Sum summarized the history and purpose of the proposal and indicated that the proposal is now ready for the Board's adoption.

**Mr. Harrison** stated that he is very torn about what to do regarding this proposal. He said that it appears that Section 5193 already covers this, and all that may be needed is better enforcement. He said that employees should not have to pay for employment-related testing out of their own pocket. He stated that the requirement for employers to keep records for 30 years is for the employee's benefit to protect them in the future. He said that he is very concerned about the lack of public involvement in the process to develop this proposal, so he would rather send the proposal back to the Division and have the Division work on it with more stakeholder involvement.

**Dr. Blink** stated that he is also unsure what to do regarding this proposal. He said that the existing law requires employers to protect employees from exposure to bloodborne pathogens. He stated that the testing protocols in the proposal are much less than he would like to see. He said that testing employees every 3 months is not adequate, but there is nothing in the proposal that says employees cannot continue following the PASS testing system. He said that this proposal requires employers to pay for the testing, which brings it in line with what is required

for other industries. He also stated that he carefully reviewed the parts of the proposal regarding record keeping, and he feels that the proposal only requires employers to know that an employee was tested and whether or not the employee is okay to perform, not what the test results were, so therefore, it does not violate HIPAA. He said that it is absurd to require employees or spouses who are in a committed relationship to wear a condom. He also stated that he would like to see more flexibility in the proposal regarding different routes of exposure and their risk levels. He recommended sending the proposal back to the Division for further tweaking.

**Ms. Quinlan** asked if spouses or couples who are only performing with each other are considered to be in an employee-employer relationship. **Ms. Sum** stated that it would not be considered an employee-employer relationship.

**Ms. Smisko** asked the Division to provide further clarification regarding the record keeping requirements in response to the concern over privacy rights that were mentioned today. **Ms. Sum** stated that the record keeping requirements in this proposal are based on the record keeping requirements in Section 3204. **Amy Martin, Chief Council for the Division**, stated that nothing is being done in this proposal to change the HIPAA or privacy laws in California. She said that everything in the proposal is consistent with HIPAA and privacy laws. She stated that employers will not have access to employees' medical records – they will only have access to the employee's vaccination status.

**Ms. Quinlan** stated that the proposal requires that testing shall occur not less than every 3 months, but does not preclude the adoption of the current testing protocol, and it requires employers to pay for the testing.

**Dr. Blink** stated that he would like to see item number 2 in (g)(1)(B) clarified. He said that it could allow employers to access a lot of information that HIPAA prohibits them from accessing without the employee's consent. He stated that it would require employers to keep any records that are relative to an employee's ability to receive vaccinations, which might violate HIPAA.

**Ms. Smisko** asked what the efficacy rate is for PREP. **Steve Smith, Principal Safety Engineer for the Division**, stated that PREP has a high efficacy rate, but it is only able to prevent HIV, and the CDC directs people to use condoms along with it.

**Mr. Thomas** stated that the state and federal laws already require adult film performers to wear condoms, but performers are not doing it and the law is not being enforced. He said that at some point, the barrier protections listed in this proposal will be required. He said that this proposal is on a timeline, and if the Board misses that timeline, the process will have to start over again. He stated that the adult film industry will find ways to comply with this proposal and move on. He said that it does not make sense to not vote on this proposal today because if it is not voted on today, it may be several years before it comes around again, and it will come back with the same result. He stated that he was not made aware that the industry was unhappy with this proposal until the public hearing for it was held in San Diego last year.

**Ms. Smisko** asked Ms. Hart about the timeline for this proposal. **Ms. Hart** stated that the one-year timeline, which began when this proposal was notices for public hearing, will expire at

the end of March. She said that the Board can decide to take a vote on it today or at next month's meeting. She stated that there is not enough time between now and next month's meeting for changes to be made to the proposal. She said that if the Board does not take any action on this proposal, the process will have to start over.

#### MOTION

A motion was made by Ms. Quinlan and seconded by Mr. Thomas that the Board adopt the proposal.

**Mr. Harrison** stated that he is not comfortable with this proposal because there is a possibility that it will make the industry go underground.

A roll call was taken. Mr. Harrison and Ms. Smisko voted "no", and all members present voted "aye." The motion failed.

#### MOTION

A motion was made by Mr. Harrison and seconded by Dr. Blink that the Board send the proposal back to the Division and reinitiate the rulemaking process with stakeholder involvement.

A roll call was taken, and all members present voted "aye." The motion passed.

### B. PROPOSED VARIANCE DECISIONS FOR ADOPTION

#### 1. Consent Calendar

Mr. Healy stated that he was aware of no unresolved legal issues that would prevent the Board from adopting the items on the consent calendar.

#### MOTION

A motion was made by Mr. Harrison and seconded by Dr. Blink to adopt the consent calendar.

A roll call was taken, and all members present voted "aye." The motion passed.

### C. OTHER

#### 1. Executive Officer's Report

Ms. Hart stated that the Board staff is moving forward expeditiously regarding residential fall protection trigger heights. She said that the staff has been engaged in dialogue with stakeholders and will begin holding advisory committee meetings on this issue in early March. She stated that at some point during the advisory committee process, the Board staff will present a draft proposal to the committee. She said that if the decision is made to

move forward with addressing fall protection trigger heights for all construction activities, then the advisory committee will be different than the original.

**Ms. Quinlan** asked what will happen with the proposal regarding sexually transmitted infections now that it has been voted down. **Mr. Thomas** stated that the Board voted for the motion that was made to restart the rulemaking process. **Ms. Sum** stated that the Division will probably convene internally and with stakeholders to discuss the issues that were brought up most recently, and then develop a plan for what to do next.

**Mr. Thomas** thanked the Division for its hard work on the proposal for sexually transmitted infections. He said that there have been several issues raised over the last few months that he was not aware of and that should be addressed. He recommended that the Board follow up on this in one year as it goes through the process again.

**Ms. Sum** stated that the Division could hold a discussion with stakeholders and clarify what parts of the existing rule apply to this industry, and from there, the Division could make the decision to either go forward with rulemaking or get further guidance from the Board on what to do. **Mr. Harrison** stated that the approved motion clearly stated that the Board wants the Division to move forward to rulemaking with stakeholder involvement. **Ms. Sum** stated that the Division could begin the pre-rulemaking advisory committee process and then report the results of that back to the Board staff. **Ms. Quinlan** stated that since the Division has several projects on its plate, so it may be a long time before the Division comes back to the Board regarding this. **Ms. Hart** stated that periodic updates on this issue from the Division would be welcome.

## 2. Future Agenda Items

No other future agenda items were suggested.

## D. ADJOURNMENT

Mr. Thomas adjourned the Business Meeting at 3:55 p.m.