

## MEETING OF THE TEXAS WORKFORCE COMMISSION

**DATE** 

OCTOBER 13, 2020

## TUESDAY, OCTOBER 13, 2020

2	CHAIRMAN DANIEL: All right, well,
3	good morning, all. This meeting is called to order. Mr.
4	Trobman, has anyone signed up for public comment?
5	MR. TROBMAN: Good morning, Commissioners.
6	We do have one person who has registered for public comment this
7	morning. We have Cynthia Pearson. Ms. Pearson, are you here?
8	You want to unmute yourself and introduce yourself? It appears
9	that Ms. Pearson may not have joined us this morning.
10	FEMALE: She has not, Mr. Trobman.
11	MR. TROBMAN: Okay. So, with that, we do
12	not have anyone else registered for comment this morning.
13	CHAIRMAN DANIEL: All right, thank you Mr
14	Trobman. Ms. Miller, are you there?
15	MS. MILLER: Yes, sir. Good morning.
16	CHAIRMAN DANIEL: Thank you. This brings
17	us to the end of Agenda Items 3 through 7. Let's pause for a
18	few minutes to reset for the rest of the meeting.
19	COMMISSIONER DEMERSON: [Unintelligible]
20	I'm going to ask you to give me viewing ability or show my
21	screen ability. All right, thank you.
22	CHAIRMAN DANIEL: All right, are we ready
23	to pick this back up?
24	JASON VADEN: Yes, sir.
25	COMMISSIONER ALVAREZ: Yes, sir.

CHAIRMAN DANIEL: All right, great. On Agenda Item 8, acceptance and pledges to childcare and [unintelligible] staff have nothing to present under this item. So, that will move us to Agenda Item 9, discussion, consideration, and possible action regarding the report on occupational skills training for individuals with intellectual and developmental disabilities pursuant to Texas Labor Code Section 352.060.

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JASON VADEN: Good morning, Commissioners.

For the record, Jason Vaden, Vocational Rehabilitation Division.

Senate Bill 2308, which passed the 86th Texas State Legislature, amended Chapter 352 of the Texas Labor Code requiring the

Commission to prepare a one-time report regarding occupational skills training for individuals with intellectual and developmental disabilities, specifically identifying potential funding sources for training programs and occupations in high-demand industries for which a post-secondary certification [unintelligible] license or other credential is required.

The report before you for your consideration today identifies a variety of funding sources that could be used to design certification training programs in high-demand industries for individuals with intellectual and developmental disabilities, including state, federal and private sector funding. In addition, the report identifies a number of current college and university-based programs in Texas that

1 provide career preparation for individuals with intellectual and 2 developmental disabilities while also identifying occupations in 3 high-demand industries. 4 Commissioners, with your approval, staff 5 will publish the report to the agency's website and provide a 6 copy to each legislative committee with jurisdiction over 7 workforce development and vocational rehabilitation pursuant to Chapter 352 of the Texas Labor Code. Commissioners, that 8 9 concludes my remarks and I am happy to answer questions if you 10 have any. 11 CHAIRMAN DANIEL: Are there any comments 12 or questions? 13 COMMISSIONER ALVAREZ: None here, 14 Chairman. 15 COMMISSIONER DEMERSON: None for me. 16 CHAIRMAN DANIEL: Thank you. Is there a 17 motion? 18 COMMISSIONER ALVAREZ: Yes, Chairman. Ι 19 move that we approve the report on occupational skills training 20 for individuals with intellectual and developmental disabilities 21 presented by staff to be posted to the TWC website and shared 22 with the legislative committees as described by the Texas Labor Code 352.060. 23

COMMISSIONER DEMERSON: Second.

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CHAIRMAN DANIEL: It has been moved and seconded. We're unanimous. Thank you. [Unintelligible] Agenda Item 10, discussion, consideration and possible action regarding approval of products offered by certified community rehabilitation programs under the Purchasing From People With Disabilities State Use Program.

JUAN GARCIA: Good morning, Commissioners.

Juan Garcia with the Voc Rehab Division. Today, I bring for your consideration and potential action new products to be purchased through the Purchasing From People With Disabilities Program. The Texas Human Resources Code Chapter 122.007 requires TWC to determine the fair market price of all products manufactured or provided by individuals with disabilities offered for sale through the PPD program.

The PPD staff, with assistance from the Texas Controller, reviews the cost analysis for new and revised product pricing submitted by the central non-profit agency on behalf of CRPs to determine the fair market price of products. Per Rule 806.52, determination of fair market value, this rule requires the Controller to provide the PPD program with the necessary information and resources to comply with Chapter 122.007 to determine fair market price of the products sold.

Three CRPs have presented five new products to be purchased through the PPD program. For each CRP, individuals with disabilities are paid about minimum wage and

1 the products are priced at a fair market value. The CRPs in the 2 proposed new products are listed in your discussion paper. 3 Staff seeks direction on approving five new 4 products as presented by the three CRPs. With that, I will 5 answer any questions you might have. 6 CHAIRMAN DANIEL: Comments or questions? 7 COMMISSIONER ALVAREZ: None here, Chairman. 8 9 COMMISSIONER DEMERSON: None for me. 10 CHAIRMAN DANIEL: Do we have a motion? 11 Yes, sir. COMMISSIONER ALVAREZ: 12 that we accept the new products as discussed. 13 COMMISSIONER DEMERSON: Second the motion. 14 CHAIRMAN DANIEL: It's been moved and 15 seconded. We're unanimous. Let's move to Agenda Item 11, 16 discussion, consideration and possible action regarding approval 17 of services offered by certified community rehabilitation 18 programs under the Purchasing From People With Disabilities 19 State Use Program. 20 JUAN GARCIA: Again, Commissioners, Juan 21 Garcia for the record with the VR Division. Today, we bring for 22 your consideration and potential action services to be purchased 23 through the Purchasing From People With Disabilities Program. 24 Chapter 806.52C requires that TWC determine the fair market 25 price for all services provided by individuals with disabilities

offered for sale through the PPD Program. The fair market price for a service contract is determined through negotiations between the state agency purchasing the service and the central non-profit agency and the community rehab program.

The CNA submits each negotiated contract to

PPD for review of compliance with required cost ratios per Rule 806.53. Upon determination of compliance with these ratios, staff submits the contracts for approval by the Commission.

CRPs have submitted, through the CNA, temporary, new, renewal, and transferred service contracts for approval. Details of these are in your discussion papers.

By way of summary, all contracts pay about minimum wage. The total value of all contracts is \$4,533,246 and total wages paid to people with disabilities is \$1,954,219 or 43% of the total value of the contracts being considered, and the total number of people with disabilities employed is 185. Staff seeks direction on approving service contracts offered by the CRPs. With that, I'll answer any questions you may have.

CHAIRMAN DANIEL: Any comments or

questions?

COMMISSIONER ALVAREZ: None here,

Chairman.

COMMISSIONER DEMERSON: None.

CHAIRMAN DANIEL: Do we have a motion?

COMMISSIONER ALVAREZ: Sir, I move that we approve the service contracts as recommended by staff.

COMMISSIONER DEMERSON: Second.

CHAIRMAN DANIEL: It has been moved and seconded. We're unanimous. Thank you. Let's go to Agenda Item 12, discussion, consideration, and possible action regarding new certification and recertification in community rehabilitation programs to participate in Purchasing From People With Disabilities State Use Program.

JUAN GARCIA: Again, Commissioners, Juan Garcia with the VR Division. Today, we bring for your consideration and potential action, certification and recertification of community rehab programs. In accordance with Chapter 806.41, certification and recertification of community rehab programs, the Commission has authority to certify and recertify CRPs for participation in the PPD Program. Staff reviews each submitted application and all required documentation prior to forwarding recommendations for approvals to Commission.

Staff has completed reviews of one application for certification and 24 applications for recertification. All 25 CRPs meet all requirements for certification and recertification contained in Rule 806.41. The 25 CRPs in this action item are listed in your discussion paper. Staff seeks direction on the certifying and recertifying of CRPs

1 to participate in the PPD Program. With that, I'll answer any 2 questions you might have. 3 CHAIRMAN DANIEL: Any comments or 4 questions? 5 COMMISSIONER ALVAREZ: None here, sir. 6 just wanted to thank Mr. Garcia for the three Agenda Items. 7 COMMISSIONER DEMERSON: Sir, not really a 8 question, but just something that the team will look at. 9 integrated employment placement on a number of these it had zero and so I'd asked my team to kind of look into that to make sure 10 11 that there's nothing happening there. But, other than that, I'm 12 fine. 13 CHAIRMAN DANIEL: Thank you. Do we have a 14 motion? 15 COMMISSIONER ALVAREZ: Yes, sir. I move 16 that we approve the certifications and the recertifications of 17 the Community Rehabilitation Programs as discussed. 18 COMMISSIONER DEMERSON: I second. 19 CHAIRMAN DANIEL: It's been moved and 20 We're unanimous. seconded. Thank you. Agenda Item 13 has been 21 pulled for future discussion. This will take us to Agenda Item 22 14, discussion, consideration, and possible action regarding 23 publication for public comment of proposed amendments to 24 [unintelligible] Chapter 803 Skills Development Plan relating to 25 the implementation of House Bill 108, 85th Texas Legislature

1 Regular Session and House Bill 700, 86th Texas Legislature 2 Regular Session. We have my amendment from last week pending 3 and this is certainly open for additional discussion. 4 COMMISSIONER ALVAREZ: Chairman, if I may, 5 I would like to ask Commissioner Demerson if he has anything to 6 add to this specific Agenda Item before I have my comments. 7 COMMISSIONER DEMERSON: Nothing in 8 particular to add. I had an opportunity to look over the 9 documents, so I'm prepared for discussion. 10 COMMISSIONER ALVAREZ: Okay, Chairman, if 11 I may. 12 CHAIRMAN DANIEL: Please. 13 COMMISSIONER ALVAREZ: Thank you for 14 allowing me the opportunity to review your revisions, Chairman. 15 Rules should be due three things, these rules; make boards 16 eligible grantees collaboration, no conflict on skills grant, 17 and implement rule for Recruit Texas. I would like to remind 18 the Commissioners that the purpose of this rule revision is to 19 include the program parameters of Recruit Texas, which was added 20 by the 85th Legislature in 2017 and to add boards as eligible 21 participants, which was added by the 86th Legislature in 2019. 22 Overall, it appears, Chairman, that your 23 version of the proposed rules have been stripped of the program 24 objectives with the expectations that those parameters would be

placed in a guidebook and reviewed every two years.

important to make sure that we keep the core program concepts and goals in rule to provide clarity to applicants and certainty for program staff in administering the grant.

The stated goals currently in rule and proposed by staff, as well as my version, provides clarity to program objectives based on the statutory language. Rules are meant to be specific regarding expectations as set forth by the statute. A rule sets the standards that guides conduct.

Guidelines are merely suggestions that express best practices, they are permissive. Guidance documents are not subject to the public posting and comment process like rules.

In 2015, the [unintelligible] Commission noted that TWC had too much policy and guidance and directed TWC to establish procedures and criteria for determining when policies would be more appropriate for rule-making rather than guidance. We have an obligation to be clear to stakeholders and tax payers regarding the expectations and goals of the program. After all, these are tax payer dollars to be spent on training. We would want to make sure we are expending tax payer dollars for projects that will have a positive economic impact for the area. Moreover, I will note that some contracts may last two years.

Regarding reviewing guidance every two years, our childcare guidelines are reviewed every four years.

Generally speaking, Chairman, I do not agree with your proposal

as it deletes important sections regarding program goals and objectives. It fails to allow our LWDBs to review and comment on proposals in their area. It fails to account for participation by public state colleges and adds criteria for training healthcare professionals, in which is not needed to be specified since the rule allows the executive director to waive any provisions for good cause and upon a finding that the public interest would be served.

The detailed responses to your revisions, Chairman, can be found in my handouts that I will ask Les to pass out following my comments. My revisions to the staff proposals are also contained in my handout. Generally, I agree with staff regarding retaining the scope and program objectives and rules since those are the core mission of the skills development fund and provides clarity to all stakeholders. Also, I would add that public state college as an eligible partner and grant recipient, excluding individual.

In the definition of training provider, provide a parameter on the acceptance of gifts and donations, delete and award limitations of \$500,000, allow boards to review and comment on SDF proposals unless they are submitting an SDF grant application that targets the same employer and the development of the same skills. I also would delete the provisions that do not allow for duplicate training of projects since this may be a capacity issue in some areas, such as in

South Texas where there are several major projects for one training provider may not have enough capacity. A great example is something we're all very familiar with in the RGV, which has multiple large projects that are occurring simultaneously, like the L&G projects, SpaceX and even Red River Steel.

At this time, I would ask Les to submit the changes that I would like the offices to review. Those are my comments. Thank you, Chairman.

CHAIRMAN DANIEL: Thank you. All right, I got them. This will be offered in the form of an amendment to the amendment. We would need a second to proceed with discussion on these.

COMMISSIONER DEMERSON: I second.

CHAIRMAN DANIEL: It's been moved and seconded. [Unintelligible] this amendment. I move to table this item until the next meeting to give me time to review this document and the implications of these changes.

COMMISSIONER DEMERSON: Yeah, second.

CHAIRMAN DANIEL: All right.

COMMISSIONER ALVAREZ: [Unintelligible] I would be okay with that, Chairman. Thank you.

CHAIRMAN DANIEL: Yeah, great. We'll table this. We'll pick this up at the next available Commission meeting. Thank you.

COMMISSIONER ALVAREZ: Thank you,

2 | Chairman.

CHAIRMAN DANIEL: Let's see. That will move us to Agenda Item 15. Staff does not have anything to present under statewide initiatives. Agenda Item 16 is discussion, consideration, and possible action regarding guidance on resource utilization and implementation of services and strategies to target disaster relief efforts and public health emergencies, including those funded with the Department of Labor's Disaster Dislocated Grant. Ed, do we have anything under this item?

things. The first, I'll lay out and then the second, Allison Wilson will lay out, but they're both related. Last week, I gave you all a heads up that staff was looking at reinstatement of the work search requirement. I'm going to formally notify the Commission that we will be reinstating work search effective November 1st. That means that any existing claimants, the first time that they will report their work search activity will be November 15th. For new UI claimants after November 1st, then they'll have a different schedule for reporting their work search activity.

Staff will put out notices to both the regular media, as well as social media well in advance. We'll start today, as a matter of fact. We'll also send messages out

directly to our unemployment insurance claimants notifying them of the reinstatement of the work search requirement. But again, we'll reinstate it effective November the 1st with a first reporting being November 15th for all existing claimants.

And, with that, I'm going to ask - well, first let me ask you all if you have any questions for me, and then I'll ask Allison to discuss the childcare work search requirement, which we will setup in synchronization, so to speak, with the UI requirement. Any questions for me on UI?

CHAIRMAN DANIEL: Questions or comments?

 $\label{eq:commissioner} \mbox{COMMISSIONER ALVAREZ:} \quad \mbox{No questions for it} \\ \mbox{at this time, Chairman.}$ 

COMMISSIONER DEMERSON: Chairman, this is not a question, but a comment. The examples of work search, as we know, there are a lot of new individuals that are having to file for the first time and so this even - the mention of work search is something new to them. And, Ed, you said they're going to have communication that's going out and that's good. Want to really make sure that the public understands what that involves, as well, and so anything we can do to make it easier is the way that we want this to work, and so--

ED SERNA: Yes, sir. Let me clarify, very quickly. Right now, what that entails - and let me give you a little bit more of what's going to be in some of those messages that we send out, but it will require someone to

conduct three work searches. And, a work search, as we're defining it, is something as simple as logging into workintexas and looking on three separate occasions for employment. You can submit resumes in workintexas. You don't have to go out in person, dropping off resumes or doing anything like that. You do that three times a week and you do that twice, you know, three sets twice before your two week period between requesting benefit payment. But, it is as simple as logging into workintexas. We're going to see if we can also modify the search engine in workintexas with a simpler portal to make things even easier than - but, we'll make sure that that messaging, sir, that's a good point. We have a lot of people that have never been on unemployment insurance before or pandemic unemployment assistance before. That messaging will have a whole lot of detail in it, and we're going to repeat the messages. We'll put a lot of messaging out this week, next week and the following week, as well as direct communications to those claimants.

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COMMISSIONER DEMERSON: Thank you.

ED SERNA: With that, I'm going to ask Allison to provide information on the childcare work search requirements.

COMMISSIONER ALVAREZ: Chairman, I have a question for Ed before we get to Allison, if that's okay.

CHAIRMAN DANIEL: Please.

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                         COMMISSIONER ALVAREZ: Ed, I just have a
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   question for you. Would UI claimant, in doing online training
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   metrics, would that count for work search activity?
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                         ED SERNA:
                                       There are some activities
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   that will sort of suspend the work search requirement, and
   qualified training is one of those, and we'll make sure that we
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   make them aware of that, so that if they're in qualified
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   training then that could also affect their work search.
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                         COMMISSIONER ALVAREZ:
                                                 Great, thank you,
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   Ed.
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                         CHAIRMAN DANIEL: Will that include all of
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   our skills enhancement?
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                         ED SERNA:
                                       I'll look to make sure that
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   it'll include as much of our skill enhancement training,
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   including the metrics training, as much of our skill enhancement
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   as we can.
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                         CHAIRMAN DANIEL: Yeah, please do that.
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   Let us know the answer to that because I think that's pretty
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   important.
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                         ED SERNA:
                                       Yes, sir. We'll verify that.
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                         COMMISSIONER ALVAREZ:
                                                 Thank you,
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   Chairman. Sorry for the interruption.
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                         CHAIRMAN DANIEL: Not at all, not at all.
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                         ED SERNA:
                                       Okay, Allison.
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ALLISON WILSON: Good morning,

Commissioners. For the record, Allison Wilson with Childcare
and Early Learning. As Mr. Serna just mentioned, we have been
carefully looking at when the right time is to reinstate TWC's
regular childcare rules regarding work and doing so in concert
with the agency's review of the UI work search requirements.

Under TWC childcare rules and guidelines, if a parent has a
permanent job loss, they may receive three months of continued
child care to help them become re-employed or engage in
education and training.

On March 24, 2020, as a result of COVID-19, the Commission waived this provision allowing families to continue to receive subsidized childcare for an indefinite period of time, regardless of their employment status. Since that time, however, the Texas economy has made significant improvements. Additionally, we have provisions that allow boards to extend eligibility re-determinations past 12 months based on unforeseen circumstances, as we briefed you on on May 17th. These actions have provided short-term relief and greater stability for both families and childcare providers; however, with more Texas businesses re-opening, the lack of a work requirement and extended eligibility periods make it more difficult for eligible working families to access limited funds, and there are currently 39,000 children, approximately, on waiting lists for the program.

Staff seeks direction on discontinuing blanket extensions of re-determinations due to COVID-19, noting that boards retain the flexibility to extend re-determination periods on a case-by-case basis for extenuating circumstances, and reinstating work requirements for subsidized childcare, as detailed in the discussion paper. And, I'll also add that we will also be making a concerted effort to make parents aware of these changes, similar to what's going to happen for UI, and boards will also be actively notifying families. And, that concludes my remarks, and I can take any questions.

CHAIRMAN DANIEL: Comments or questions?

COMMISSIONER ALVAREZ: No, Chairman.

Thank you, Allison.

COMMISSIONER DEMERSON: None here.

CHAIRMAN DANIEL: Do we have a motion?

COMMISSIONER ALVAREZ: I move that we

discontinue extensions of the 12 month eligibility redeterminations based only on COVID-19 effective October 30, 2020, but still allow extensions on a case-by-case basis, in accordance with TWC rules. Further, I move that we discontinue the waiver of [unintelligible] TAC 809.51B effective November 1, 2020, but allow all parents to receive childcare through November 27, 2020, and begin notifying parents immediately of these changes.

COMMISSIONER DEMERSON: Second.

1 CHAIRMAN DANIEL: It's been moved and seconded. We're unanimous. 2 3 We have nothing else on this ED SERNA: 4 Agenda Item. 5 CHAIRMAN DANIEL: Thank you. Let's move 6 to Agenda Item 17, discussion, consideration, and possible 7 action regarding legislative proposals by the Texas Workforce 8 Commission [unintelligible] 87th Texas Legislature Regular 9 Session. 10 MICHAEL BRITT: Good morning, Mr. 11 Chairman, Commissioner Alvarez, Commissioner Demerson, and Mr. 12 Serna. For the record, Michael Britt, Governmental Relations. 13 This morning, I am presenting for your consideration TWC 14 Legislative Proposals for the 87th Texas Legislature. 15 proposals have been submitted by the Childcare and Early 16 Learning, Workforce Development, Civil Rights, and Regulatory 17 Integrity Divisions. I will lay out each proposal for 18 consideration and division staff are available to answer any 19 technical questions that you may have. In your packet is both 20 the proposal overview sheet and the proposed legislative 21 language that has been drafted by the TWC Office of General 22 Counsel. Are there any questions before I begin? 23 COMMISSIONER ALVAREZ: None here, Michael.

COMMISSIONER DEMERSON: None here.

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MICHAEL BRITT: Thank you. Beginning on page three of your packets, we have the Childcare and Early Learning Division's proposal related to the Texas Rising Star Assessment and Evaluators. This proposal would amend the Texas Government code to remove the requirements that local workforce development [unintelligible] provide quality rating assessors and allow for TWC to competitively procure a single state-wide contracted entity to oversee a state-wide roster of childcare quality assessors.

Pardon me, Mr. Chairman, would you prefer I go through each one and y'all take action before we go to the next or complete the overview before y'all take action?

CHAIRMAN DANIEL: Complete the overview, please.

MICHAEL BRITT: Okay, thank you. On page nine of your packets, is the Civil Rights Division's proposal related to Fair Housing Act amendments. This proposal seeks to clarify and add exceptions to the exemptions under Section 301.401 of the Texas Property Code. This section contains exemptions concerning the single family home exemption and what is called the Ms. Murphy exemption. Under federal law, these two exemptions have exceptions which are not currently present in statute, creating an issue with substantial conformity of Texas law with federal law. Subchapter B of the state statute does not apply to the noted exemptions.

Because the subchapter contains several notable Fair Housing issues that are clearly exceptions under the federal law, the US Department of Housing and Urban Development clearly indicated, in no uncertain terms, that the issues of nonconformity may affect CRD's recertification during the bi-annual performance appraisal review of CRD in July of this year. It is also requested a high level of assurance that this would prioritized and adequately addressed by TWC in the upcoming legislative session.

On page 15 of your packet is the Workforce Development Division's proposal related to apprenticeship. This proposal seeks to amend the Texas Education Code to remove the requirement for the apprenticeship-related instruction cost study, as this report has been replaced by bi-annual reports to the Texas Workforce Investment Council and the Apprenticeship Texas Advisory Committee.

On page 21 of your packet is the Workforce Development Division's proposal related to the self-sufficiency fund grant program. This proposal seeks to remove references containing the Texas Labor Code Statute that limit the reach of the program and would allow the program to serve those individuals who are at risk of becoming dependent upon public assistance, which is in alignment with the federal guidance for these types of programs.

1 On page 26 of your packet is the Regulatory 2 Integrity Division's proposal related to notice of assessment 3 and methods of service. This proposal would amend the Texas 4 Labor Code to allow TWC to serve notice of assessments in three 5 ways; by a process server under the rules of civil procedure, 6 which is the current law, directly from the agency by mail 7 without a process server, and through substituted service if 8 these other methods are not successful. And, under this 9 proposal, an employer would still be able to contest the service in District court, as they always have. 10 11 This concludes my overview of the 12 legislative proposals, and, again, I'm happy to answer any 13 questions. 14 CHAIRMAN DANIEL: Ouestions or comments? 15 COMMISSIONER ALVAREZ: No questions or 16 comments at this time, Chairman. 17 COMMISSIONER DEMERSON: No questions or 18 comments, just thank the staff for the briefings in advance. 19 appreciate it. 20 Do we have a motion? CHAIRMAN DANIEL: 21 COMMISSIONER ALVAREZ: Chairman, I move 22 that - do I have a second to move all proposals presented by 23 staff to move forward? 24 COMMISSIONER DEMERSON: Yes, a second on 25 this side to move these forward.

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                         CHAIRMAN DANIEL: All right, it's been
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   moved and seconded, and we're unanimous.
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                        MICHAEL BRITT: Thank you very much.
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                         CHAIRMAN DANIEL: Thank you. I'm told
5
   there's no Legislative Report today. Ed, do we have an
6
   Executive Director's Report today?
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                         ED SERNA: No, sir. I have nothing to
8
   report. Sorry, I had to unmute.
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                         CHAIRMAN DANIEL: Thank you, thank you.
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   Is there any other order of business to come before the
11
   Commission?
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                                      No, sir. Not that--
                        ED SERNA:
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                         COMMISSIONER ALVAREZ: None here,
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   Chairman.
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                        CHAIRMAN DANIEL: Do we have a motion to
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   adjourn?
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                        COMMISSIONER ALVAREZ: Chairman, I move
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   that we adjourn.
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                         COMMISSIONER DEMERSON: I second the
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   motion.
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                         CHAIRMAN DANIEL: Well, it has been moved
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   and seconded to adjourn, and we are adjourned. Gentlemen, thank
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   you. Everybody have a great week.
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