

MEETING OF THE TEXAS WORKFORCE COMMISSION

DATE

DECEMBER 8, 2020

Tuesday, December 8, 2020 1 CHAIRMAN DANIEL: Let's - let's kick this thing off. 2 3 Good morning, everyone. The meeting is called to order. Mr. Trobman, has 4 anyone signed up for public comment? 5 MR. TROBMAN: Good morning, Commissioners. No, we have no public comment this morning. 6 7 CHAIRMAN DANIEL: All right. Thank you so much. Good morning, Ms. Miller. 8 9 MS. MILLER: Good morning, sir. CHAIRMAN DANIEL: Thank you. This brings us to the 10 11 end of Agenda Items 3 through 7. Let's pause for a few moments to reset for 12 the rest of the meeting. 13 CHAIRMAN DANIEL: All right, we're back. Let's pick up with Agenda Item 8, but staff has nothing to present for Agenda Item 14 8. Agenda Item 9, discussion, consideration and possible action on program 15 16 parameters for Jobs and Education Protections Grants for Public and Junior 17 Colleges, Public and Technical Institutes, Public and State Colleges and 18 Independent School Districts. 19 EMILY LAWLEY: Good morning, Chair Daniel. Good 20 morning, Commissioner Demerson, Commissioner Alvarez, Mr. Serna. For the 21 record, my name is Emily Lawley with the office of Employer Initiatives, and 22 I am here this morning to present the JET Advisory Board recommendations to 23 the Commission for the FY-21 JET RFA Program Parameters. 24 The first is the funding allocation for the \$8 25 million general revenue. The Advisory Board recommends to split out that

funding 40% IHEs and 60% ISDs. Next one is the minimum/maximum grant amount.

1 The Advisory Board recommended a minimum grant amount of \$40,000 and a maximum grant amount of \$350,000. The next recommendation is in regards to 2 an item in the program evaluation regarding the previous JET Program-funded 3 grant awards received by applicant criteria. This is for - so, if an 4 5 applicant has never received a JET Grant previously, they would receive the maximum amount of points for that criteria. So, the recommendation is for 6 7 the IHEs to only take into consideration those grants which have been award which have been awarded under TWC. Next recommendation is in regards to the 8 9 budget workbook scoring. This recommendation would allow staff to assign 10 point deductions to the overall score based on the budget workbook scoring. 11 And, the last recommendation is in regards to the point threshold. This would reduce the minimum point threshold from 60 points to 50 points. 12 13 And, those are the five recommendations. So, with that, I will turn it back over for any questions or comments. 14 CHAIRMAN DANIEL: Any questions or comments? 15 16 COMMISSIONER ALVAREZ: Chairman, I just want you to 17 know that the - this last meeting that the JET put together and met with the 18 - the Advisory Committee was very informative. It was - there was some great 19 dialogue and I just wanted to take this opportunity to thank Emily and her 20 team for the briefing and what they've brought forth. And then, of course, 21 under your leadership, it was a great, informative meeting, so I just wanted 22 to acknowledge that.

COMMISSIONER DEMERSON: Mr. Chairman, real quick question. Emily, on the - the budget workbook scoring, so that's going to

Thank you, Commissioner.

EMILY LAWLEY:

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allow point deductions if the workbook - the workbook scoring budget is not
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    done correctly? Or, so is that the attempt there?
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                              EMILY LAWLEY: Yes. Wrong format, not turned in,
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    (inaudible) items, those sort of things, yes.
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                              COMMISSIONER DEMERSON: Okay. All right, good, good,
    good. And, I actually would like to commend the staff on the work that you
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    guys are doing in the Advisory Counsel, as well. Thank you (inaudible) so
    much for the work that they're doing. And then, one last comment, Mr.
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    Chairman, is Emily Lawley (inaudible) I was looking for (inaudible) so.
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    other comments, though, we're good.
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                              EMILY LAWLEY:
                                               Thank you.
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                              CHAIRMAN DANIEL: Do we have a motion on this item?
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                              COMMISSIONER ALVAREZ: Chairman, I move that we
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    approve the FY-21 JET RFA Program parameters as recommended by the JET
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    Advisory Committee.
                              COMMISSIONER DEMERSON: Second the motion.
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                              CHAIRMAN DANIEL: It's been moved and seconded.
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    We're unanimous.
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                              EMILY LAWLEY:
                                               Thank you.
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                              CHAIRMAN DANIEL: Thank you. Agenda Item 10, staff's
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    requested this - this be postponed to a future meeting. Item 11, discussion,
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    consideration, and possible action regarding adoption of new 40 Texas
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    (inaudible) Chapter 838. This is the Texas Industry Recognized
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    Apprenticeship Program and Grant Program. This was previously published for
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public comment on October 2nd in the Texas Registry.

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KERRY BALLAST: Good morning, Chairman Daniel, Commissioner Alvarez, Commissioner Demerson, and Mr. Serna. For the record, Kerry Ballast Workforce Development and Division. House Bill 2794 enacted by the 86th Texas Legislature amended Chapter 302 of the Texas Labor Code by adding Subchapter I, creating the Texas Industry Recognized Apprenticeship Program, or IRAP's Program, to invest Texas' immediate industrial workforce needs resulting from the impact of hurricanes, other natural disasters, and overall workforce shortages. Proposed rules for Texas Administrative Code, New Chapter 838, were brought before the Commission on September 15th and posted in the October 2nd issue of the Texas Register for a 30-day comment period. TWC did not receive comments on the proposed rules; therefore, the final rules include no changes. Staff seeks Commission action regarding the adoption of New 40 Texas Administrative Code, Chapter 838, the IRAP Grant Program. Should the Commission adopt the rules, staff requests the ability to make minor, non-sustentative changes to the document in order to comply with publication requirements of the Texas Register and the Office of the Secretary of State. Thank you, and I'm available to answer any questions that you may have.

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CHAIRMAN DANIEL: Questions or comments?

COMMISSIONER ALVAREZ: Chairman, I wanted to, at this time, acknowledge the great work Kerry and Dezi (ph) and her team have brought forth to put this report together. It's been in the making since last session. 2784 was a bill authored by Dade Phelan and so, this is a great program. And so, we're excited that all the work, again, that you all have put behind this, and we look forward to seeing the success of this program.

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COMMISSIONER DEMERSON: No questions or comments
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    here. Another tool for employers to use if they so choose to do so.
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                              CHAIRMAN DANIEL: Do we have a motion?
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                              COMMISSIONER ALVAREZ: I move that we adopt the new
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    Chapter 838 Rules related to Texas Industry Recognized Apprenticeship
    Programs Grant Program as previously published in the Texas Register.
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                              COMMISSIONER DEMERSON: I second the motion.
                              CHAIRMAN DANIEL: It's been moved and seconded.
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    We're unanimous.
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                              KERRY BALLAST:
                                               Thank you.
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                              CHAIRMAN DANIEL: This will bring us to Item 12,
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    discussion, consideration, and possible action regarding the appointment of a
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    chairperson for the Advisory Committee for Purchasing from People with
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    Disabilities Program.
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                              MIKE HOOKS:
                                              Good morning, Commissioners and Mr.
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    Serna. For the record, I'm Mike Hooks with the VR division. Today, I have
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    for your consideration and possible action, appointment of a chairperson for
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    the Advisory Committee for the Purchasing with - from People with
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    Disabilities Program. Section 122 of the Texas Human Resources code
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    authorizes TWC's Commission to form - to form an advisory committee to help
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    the Commission to establish program performance goals and cer - criteria for
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    certifying community rehab programs. And, that advisory committee consists
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    of 13 people, four of those representing community rehab programs, four
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    repress - representing advocacy organizations, individuals with disabilities,
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    four individuals with disabilities, two of whom are employed by CRP and the
    program, and then the executive director of their delegate from HHSC.
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1	Section 122.0057 requires the Commission to appoint
2	a committee chairperson from (inaudible) members in the committee. The role
3	of the chairperson's vacant. Staff invites current PPD members to submit
4	their interests, staff gathers information about them, considers additional
5	factors, such as opportunities for each of the groups represented to serve,
6	and experience of each interested individual. (Inaudible) of the current and
7	immediate past advisory committee chair, (inaudible) the committee members
8	and three expressed interest in the position. The - the - two of those were
9	individuals representing community rehab programs and one of them was
10	representing advocacy organizations. (Inaudible) direction on the commission
11	appointment of Linda Logan (inaudible) policy analyst with the Texas Counsel
12	on Developmental Disabilities is chairperson for the PPD Advisory Committee.
13	Ms. Logan represents advocacy organizations on the committee. Staff
14	(inaudible) seeks direction on the appointment of Ms. Logan in the office of
15	chairperson for a period beginning January 1, 2021 and ending December 4,
16	2021. That's all I have today. I'm open to any questions you may have.
17	CHAIRMAN DANIEL: Comments or questions?
18	COMMISSIONER ALVAREZ: Nothing here, Chairman.
19	COMMISSIONER DEMERSON: And none here.
20	CHAIRMAN DANIEL: Do we have a motion?
21	COMMISSIONER ALVAREZ: I move that we appoint Linda
22	Logan to serve as chairperson of the PPD Advisory Committee beginning January
23	1st, 2021 through December 4th, 2021, the end of her second term on the

COMMISSIONER DEMERSON: Second the motion.

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committee, as discussed by staff.

CHAIRMAN DANIEL: It's been moved and seconded.

We're unanimous. This is Item 13, discussion, consideration, and possible action on BCY-21 and BCY-22 Local Workforce Development Board Targets on Measures (inaudible) by WIOA.

ADAM LEONARD: Good morning, Commissioners, Mr.

Chairman. Today, I'm here to present to you the results of negotiations with the 28 local boards on the 15 WIOA measures that are specified for - within the WIOA statute. That is it identifies these 15 measures that have to be used for local board accountability and it sets out a process whereby we negotiate it two years at a time and we also are supposed to be accounting for differences in economic conditions and in the characteristics or the case mix of the customers, the people who are being served based on a statistical model that our federal partners at DOL have built. The key is, is that we're supposed to kind of adapt their model for our local use and - and that's an important bit of flexibility because their model tends to work better for states than it does for locals. When you start applying it at local levels, some of the numbers get a little wonky.

so, in terms of the process itself, we - there are essentially 840 targets that have to be negotiated, right, it's 15 measures, two years, 28 boards, 840. We attempted to - we adapted their model, attempted to project out where we thought economic conditions might go and case mix and such using preview data from the new year, and put those out as proposals. Out of the 840, 900 - I'm sorry, 797 were accepted directly and there was a request to negotiate on about 43 of them. So, that was 19 boards accepting everything and 11 asking to negotiate. We went through that process, sought their feedback, made a couple of adjustments in where we were

thinking the model should work, and we ultimately reached the agreement on this.

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Now, there's one thing that I - I want to kind of emphasize in this process is that WIOA's a little unusual in that even though we do this upfront negotiation, the reality is is that the final "target" is not going to be based on these estimates of who was served or estimates of what's going to happen in the economy, it's going to be based on the results. So, in the end of the year, we update use of these models and we basically reapply them and that can cause targets to go up or down. So, we're asking for initial approval at this time, with the understanding that there's a - a year-end adjustment that occurs. And, there's one other thing I needed to point out, which is that at the bottom of the paper or the bottom of the narrative part where I talk about the Commission request, I had put a typographical mistake in there and had it referencing BCY-20 and 21 instead of 21 and 22. So, if you accept staff recommendations regarding the negotiations and the targets themselves listed on pages four through six, I'd ask that the motion be for BCY-21 and 22 and not 20 and 21, as I wrote originally. And I'm happy to answer any questions you may have about the process or the requirements or the targets.

CHAIRMAN DANIEL: Comments or questions?

COMMISSIONER ALVAREZ: None here, Chairman.

COMMISSIONER DEMERSON: Chairman, I just - I - I am

(inaudible) continue to appreciate the briefings when - when we're doing staff briefings.

ADAM LEONARD: Always happy to.

CHAIRMAN DANIEL: All right, do we have a motion?

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                              COMMISSIONER ALVAREZ: I move that we accept the
    BCY-21 and BCY-22 targets for the WIOA statutorily prescribed performance
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    measures negotiated with the 28 local Workforce Development Boards as
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    discussed.
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                              COMMISSIONER DEMERSON: Second the motion.
                              CHAIRMAN DANIEL: It's been moved and seconded.
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    We're unanimous.
                                              Thank you very much.
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                              ADAM LEONARD:
                              CHAIRMAN DANIEL: All right, on Item 14, staff has
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    nothing to present. Do we have anything on Item 15?
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                              MR. SERNA: Is that the COVID update?
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                              CHAIRMAN DANIEL: Yes, sir.
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                              MR. SERNA: Yes, sir. We have two updates, one from
    Clay Cole and then Courtney Arbour.
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                              CHAIRMAN DANIEL: Great.
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                              CLAY COLE: Good morning, Chairman Daniel,
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    Commissioner Alvarez, Commissioner Demerson, and Mr. Serna. For the record,
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    Clay Cole Unemployment Insurance Division here to give you an update on the
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    latest in unemployment insurance. To date, during the COVID-19 period, we've
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    processed over 6.2 million claims and paid out over $36 billion in
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    unemployment benefits, which covers all the various program types from
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    regular UI to Pandemic Unemployment Assistance to Pandemic Emergency
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    Unemployment Compensation, Shared Work, etcetera. Additionally, staff have
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    closed over 7.9 million assignments and handled over 8.8 million calls. And
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    last week alone, we handled over 340,000 incoming calls, which is the most
    we've handled in one week to date by far. And, we expected it in - in some
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ways because of the work search reinstatement and the ongoing eligibility requirements, but also it just shows the - the great capacity increases we've made that enabled us to really increase our, you know, incoming call volume.

So, we're - we're continuing to - to monitor those situations and work on ways strategically so we can identify some of these and prevent some of those incoming calls, but we're going to continue to also increase capacity.

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Overall, TWC has serviced approximately 2.86 million unique claimants and today, we estimate there's about 1.38 million unique claimants that are actively receiving unemployment benefits. And, to give you some perspective, compared to last year, same time, we were servicing approximately 250,000 unique customers bi-weekly. So, you can see, if you look at last year, 250,000 we were servicing on - on that bi-weekly basis compared to the 1.3 million unique claimants to date, you can see the - the dramatic increase there.

The Federal CARES Act is set to end December 26, 2020. We estimate approximately 830,978 individuals will no longer be eligible for unemployment benefits beginning December 26, 2020 or before. We do have some of those folks on Pandemic Unemployment Assistance or on the extensions that are already reaching the end-point of the 39 weeks or whatever extension they qualified for. So, it's - it's folks - when I say 830,978, that - that includes individuals that are already hitting that - that end period, as well, which, if you look at this, this is approximately 60% of active individuals that would be affected by that December 26, 2020, if you compare that 800 - approximately 830,000 with the 1.38 million.

UI and IT and External Relations Teams continue to prepare for the CARES Act to end, but also looking at possible extensions, we

continue to monitor discussions in Congress regarding the CARES Act extension proposals. I know last week, there was a bipartisan group of nine Senators, several House members that developed the frame work of a \$908 billion pandemic relief bill. Right now, we don't have any language, but there were some points offered, which included additional 18 weeks of federal UI payments to claimants at \$300 per week retroactive to December 1st, 2020.

I am very excited about the strides we are beginning to see in the appeals area. We had well over 100,000 submissions for an appeal, many were not an appeal, but rather inquiry requests from customers for other things. Nonetheless, those types of submissions still bog down our appeals processing and make it hard for legitimate appeal submissions to surface, so you can imagine the vetting and sorting of these really drains our resources. But, I'm pleased to report, with a lot of hard work and by implementing some new strategies, staff have been able to clear that number down from over 100,000 about a month ago to less than 1,000. So, we continue to hire appeals and Commission appeals staff, but at the same time, we're implementing other operational strategies to help us work through the workload demands. And, I just - I really appreciate your on-going support of our appellate functions.

And finally, I also want to thank all those volunteers, both inside and outside the division, who have helped us reach our goals. Without their help, these milestones would not have been reached and thousands of Texans could not have been provided assistance. And it's this kind of teamwork that TWC and the citizens of Texas will overcome this pandemic. And this concludes my update, and I'll be happy to answer any questions you may have.

CHAIRMAN DANIEL: Any questions?

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COMMISSIONER ALVAREZ: Chairman, I just wanted to thank Clay and your team. Clay, I ask that you convey to your staff how grateful we are for the work that they - they do. With the exception of Thanksgiving, you know, working 24 or working every day, you know, it just says a lot about, you know, the team, and what I mean is, your staff and - and the agency as a whole. So, please convey to them that we're very grateful for what they've done. And thank you for the daily briefings, they're very informative, so thank you for that.

CLAY COLE: You're welcome. Thank you, and I'll let them know.

COMMISSIONER DEMERSON: I'd like to - to - to piggyback on that and - and - and two - two points, the communication of the process and the action that was taken for the - the taxes - the payroll taxes of 2021. We appreciate that and (inaudible) to those employers and getting the word out and you guys kind of jumping on that in a big, big way. And then congratulations on the (inaudible) from 100,000 to 1,000. You guys are - are - are really taking care of business, so (inaudible) congratulations and thanks to the team for all that you guys are doing. And that starts with our Executive Director, Ed Serna, down to Clay, La'shae (ph) (inaudible) that whole team that you have over there. We appreciate the work that you guys are doing day in and day out.

CLAY COLE: Thank you, Commissioner Demerson.

CHAIRMAN DANIEL: All right, thank you.

MR. SERNA: And then we have Courtney Arbour.

Serna. Courtney Arbour Workforce Division. I have a brief update on the Workforce response to the pandemic and how we're working to help Texans and Texas employers who are impacted. First on the Metrix online learning project. Through November, we saw big increases in the number of courses launched by unemployment recipients and other Texans. As you know, we've made that available now to all Texans who'd like to access it, but certainly unemployment recipients, as they (inaudible) up-skill. The number of courses completed increased 74% over the month before, likely due to work search requirements and the emails that Metrix Company is sending out to all registered users, encouraging them to continue to make full use of this nocost tool.

As of December 3rd, more than 48,000 Texans have registered in the system. They've completed - those users have completed 49,435 courses and have spent over 53,000 hours learning new skills on the platform, so we want them - anyone registered, to continue to make use of that. Metrix has been conducting interviews with some of the users to develop short testimonial videos and those have been really fun to watch. Commissioners, I'll send you the link today so that you can watch those. They're posted on YouTube and in those videos, the individuals talk about how the courses have helped increase their skills and their confidence as they look for or have already landed new jobs. So, that's a good testament - good testimonials and a testament to a - to the success of that that's bringing some of the users.

On the call center statistics, for the Workforce call centers that we have in place, those staff have now contacted 439,000,

almost 440,000 claimants and helped with just over 42,000 Work In Texas registrations. When they make contact, they're asking how we can be of service helping with Work In Texas registration and pointing them to the local Workforce area for assistance. And, although it is not a primary goal of the calls to - to - to find out, some people don't - don't report that they've gone back to work, we have learned that more than 30,000 of the people we've talked to have reported going back to work, so it's been very exciting. And, clearly many more have gone back to work since so many industries are bouncing back.

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Some of the - on the - on the note of Workforce
Boards and the services they're providing in the Workforce Solutions offices.
We've all been seeing in the news how there have been spikes in certain areas of the state, so we have more than 180 Workforce Solutions offices in the state, all continue to provide services, but some have had to scale back their in-person services. So, we encouraged - we've been encouraging the public and the boards through their social media to make sure that the cust - that the public is aware of how to reach them. All offices are open, but some have had to scale back in-person. Services continue to be provided via webinar, virtual workshops, virtual case management appointments, etcetera.

I wanted to quickly highlight something that the Borderplex Board is offering, and many other boards are doing something similar, but this was in direct response to COVID. They have a Ready to Work series that they developed very quickly in response to COVID, based on what they were hearing from job seekers and employers. And, what they do is offer workshops virtually to help people get comfortable with the idea of virtual interviews and working from home, to know the tools they need and how to

navigate that. And, so I wanted to compliment Borderplex Board and many of the other boards who have made that information available on their websites, through social media, so people are getting more accustomed to this new interview process and - and what they need to be aware of.

Last, on the employer front, TWC Workforce Division and others continue to provide grants to support employers in their COVID response, Office of Employer Initiatives, Unemployment Insurance, Workforce Labor Market Division here at TWC, and many others, child care, VR, continue to work together to understand the changes and supply/demand in the state so that we know which industries are bouncing back, which ones are having a slower growth - or bounce back, to best support them with grants and information. Workforce Solutions Offices continue to have many, many virtual hiring events. They're posting those on social media on their websites, and they continue to provide services in one person - in one way or another, whether in-person or virtual. So, I'm happy to answer any questions you have about the efforts of the boards or TWC Workforce, but that concludes my update.

CHAIRMAN DANIEL: Thank you. Are there any questions or comments?

COMMISSIONER ALVAREZ: Courtney, thank you for the very informative presentation you just made. I'd like to take this opportunity to thank the boards for being so creative. I know you referenced Borderplex, but, you know, you've been working closely with all the boards and - and working with the Office of Employer Initiatives on how we can get money out there. I just want to commend you all for what you're doing and I just want to take this opportunity to thank the boards for being so creative,

1 especially during this time. You know, these are challenging times, but I'm 2 glad to see that everybody's being creative, thinking outside the box. And so, I thought it warranted a - a - some recognition, so thank you for the 3 4 work that you continue to do with the boards. 5 COMMISSIONER DEMERSON: (Inaudible) Courtney, again, thank you and the team, as well. And - and thanks to those boards out 6 7 there that are sharing information with me from time to time and (inaudible) in Dallas, just a huge initiative, one - one - one of the only Texas boards 8 9 with a federal initiative that - that was out there. And the work that the 10 boards continue to do is just pretty phenomenal, especially in - in these 11 times. And it takes the team and so we appreciate you guys doing what you're 12 doing. Boots are on the ground at the local level and what they're doing day 13 in and day out to make a difference does make a difference in our state. 14 COURTNEY ARBOUR: Thank you. CHAIRMAN DANIEL: All right, thank you very much. 15 All right, that's it on Agenda Item 15. 16 17 MR. SERNA: Yes, sir. 18 CHAIRMAN DANIEL: (Inaudible) to present on Agenda 19 Item 16. I believe we do have a legislative report today. 20 TOM MCCARTY: Good morning, Chairman Daniel, 21 Commissioner Alvarez, Commissioner Demerson, and Mr. Serna. For the record, 22 Tom McCarty, External Relations. As you are aware, federal government 23 funding is set to expire this Friday, December the 11th. Congress is 24 continuing to work on an ominous funding bill that will continue federal 25 funding through the end of the fiscal year. It is likely that spending -

that the spending bill will be wrapped up with a COVID stimulus bill, as

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well. On Monday, the House Majority Leadership released a statement that the
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    US House will vote tomorrow on a one week short-term continuing resolution to
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    give more time to negotiate the larger ominous spending bill, as well as the
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    COVID-19 stimulus package.
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                              While there's no bill language that has been
    released yet for either the ominous spending bill or the COVID-19 stimulus
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    package. We will keep you updated and once an agreement is reached and bill
    language is released. That concludes my remarks and I'm happy to answer any
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    questions you may have.
                              CHAIRMAN DANIEL: Any questions or comments?
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                              COMMISSIONER ALVAREZ: None here. Thank you, Tom.
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                              TOM MCCARTY:
                                               Thank you.
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                              COMMISSIONER DEMERSON: None. Thanks, Tom.
                              CHAIRMAN DANIEL: Thank you very much. Mr. Serna?
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                              MR. SERNA: No, sir. Nothing to report this week.
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                              CHAIRMAN DANIEL: All right, thank you so much. Is
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    there any other order of business to come before the Commission?
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                              COMMISSIONER ALVAREZ: Interesting morning,
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    Chairman. It was interesting.
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                              CHAIRMAN DANIEL: Oh, yeah, it - it - indeed it was.
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    We'll just leave it at that.
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                              MR. SERNA: We - we apologize for that.
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                              COMMISSIONER ALVAREZ: I was on my toes, man.
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                              MR. SERNA: We apologize for that.
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                              CHAIRMAN DANIEL: Not at all.
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COMMISSIONER ALVAREZ: No, it's good. It's
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    something different. I have nothing here, Chairman.
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                              CHAIRMAN DANIEL: All right.
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                              COMMISSIONER DEMERSON: You - you say we're - we're
    (inaudible) Chairman started out this is going to be a short meeting and it's
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    been a regular meeting, so--
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                              CHAIRMAN DANIEL: (Inaudible).
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                              COMMISSIONER ALVAREZ: It was one of our longest
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    ones.
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                              CHAIRMAN DANIEL: It was a conspiracy to prove me
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    wrong, I'm afraid, gentlemen. I - it must be. I'll - I'll - I'll learn to
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    keep my mouth closed, though. All right, do we have a motion to adjourn?
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                              COMMISSIONER ALVAREZ: Chairman, I move that we
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    adjourn.
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                              COMMISSIONER DEMERSON: I second that motion.
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                              CHAIRMAN DANIEL: It has been moved and seconded to
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    adjourn and we are adjourned. Gentlemen, thank you. Thank you, everyone.
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    Have a great week.
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