

AFFIDAVIT OF ANDREW CAMPBELL

STATE OF ARIZONA)
) ss.
County of MARICOPA)

Andrew Campbell, being first duly sworn, states as follows:

1. I am employed as the Chief Administrative Law Judge in the Administrative Law Judge (“ALJ”) Division of the Industrial Commission of Arizona (“ICA”).

2. I have been employed by the Industrial Commission of Arizona for over 11 years.

3. As part of my duties with the Industrial Commission I manage the Administrative Law Judge Division which processes all hearing requests and administers all hearings involving Workers’ Compensation disputes. My position includes understanding the records that are kept and the information that is available as it pertains to all Administrative Law Judge matters and workers’ compensation hearings.

4. The Industrial Commission of Arizona is not a court of general jurisdiction, nor is it organized under the Judicial Branch of the State of Arizona. The ICA’s jurisdiction in workers’ compensation claims is strictly limited by statute, and does not extend beyond an injured worker, their employer, and the employer’s insurance carrier, if applicable.

5. Each matter referred to the ALJ Division receives a unique ALJ number and separate file in the ALJ Division. Documents and information contained in the Claims Division file are sometimes placed in the ALJ file, and vice versa, pursuant to A.A.C. R20-5-109.

6. The ICA maintains an on-line claims file access Portal, whereby parties to a claim can access ALJ file documents electronically. If applicants’ names and ALJ numbers become available to the public, a member of the public at large could gain access to otherwise confidential information contained in the Claims and ALJ files.

7. A workers’ compensation hearing generally contains evidence and testimony concerning an applicant’s private, privileged, confidential, and sensitive medical, personal, and financial information.

8. ICA Claims files are considered confidential and not subject to disclosure pursuant to A.A.C. R20-5-108, A.R.S. §§ 23-908(D), § 23-901(10), and § 23-941(H). Allowing public access to workers’ compensation hearings would violate those statutory and regulatory provisions.

9. Individuals who are parties to or subpoenaed to appear as witnesses for a workers’ compensation hearings receive individual invitations to virtual hearings via a unique Google Meet

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ID link. Given the sensitive, privileged, and confidential nature of the matters discussed in workers' compensation hearings, dates, times, and physical or virtual locations for hearings are not publicly available, nor are they necessary for attendance by the parties.

10. The ALJ Division follows the law in regard to attendance by the public at hearings, and there is no blanket rule prohibiting attendance at a hearing by a member of the public. In general, attendance by the general public at a workers' compensation hearing is left to the discretion of the presiding administrative law judge in a specific case, taking into consideration the privacy and confidentiality requirements of A.A.C. R20-5-108, A.R.S. §§ 23-908(D), § 23-901(10), and § 23-941(H).

11. Efforts are made for Workers' Compensation hearings to be conducted as expeditiously as possible so as not to delay an award of benefits where warranted. To allow the public to participate/observe may disrupt or at least require more time from the ALJ to conduct the hearing and potentially manage the public's attendance.

12. Given the sensitive, privileged, and confidential nature of workers' compensation claims and hearings, allowing the public access may have chilling effect on applicant's willingness to pursue a hearing, knowing sensitive information would be made public.

DATED: December 30, 2025

C. Andrew Campbell

Andrew Campbell
Industrial Commission of Arizona

SUBSCRIBED AND SWORN to me by Andrew Campbell on December 30, 2025.



YVONNE BORUNDA
Notary Public - Arizona
Maricopa Co. / #630666
Expires 06/30/2026

Yvonne Borunda

Seal/stamp:

EXHIBIT B