

# Community Needs

Casino Action Network  
Tuesday, June 14, 2016

# Who we are

- In 2013, leaders from communities of color across the region came together to make sure that all the jobs at the casino would be good jobs and that we would get our fair share.

# Why we are here

- I am here because we had a child shot outside his school, down the street from my office. Because every day, we hear of people forced to leave their homes and neighborhoods because they can't afford to stay.
- Because the jobs people have don't pay enough to survive, even the jobs that require a college degree.
- Because we were told the casino was intended to create economic benefit for all of us.

# Diversity and poverty

- Boston is now a city that has a majority people of color. As a region, the 20 towns around the casino are 41% diverse.
- It also has the highest income inequality in the country. And is the fastest gentrifying.
- Our high poverty communities are where people of color live.
- Boston residents—majority people of color—are paid significantly less at every education level than suburban people. The labor market is not fair, not equitable.
- The data and sources are on the next pages in your packet.

## Background Data

### Poverty and diversity

**S0601: SELECTED CHARACTERISTICS OF THE TOTAL AND NATIVE POPULATIONS IN THE UNITED STATES**  
**American Community Survey 2009-2013, ACS S0601**

	Not- White alone, not Hispanic or Latino	Below 150% poverty	By highest poverty	By lowest % white, not Hispanic
Chelsea	0.75	0.39	1	1
Lynn	0.54	0.33	2	2
Boston	0.53	0.30	3	3
Malden	0.52	0.26	4	4
Everett	0.43	0.24	6	4
20 surrounding towns	0.41			5

\*Among MAPC Metro Boston cities and towns

**Boston's Workforce: An Assessment of Labor Market Outcomes and Opportunities, March 2016**

*"Still, at each level of educational attainment, the median earnings of residents lag significantly behind non-residents."*

**TABLE 2: EARNINGS AND EDUCATION FOR BOSTON RESIDENTS AND NON-RESIDENTS WORKING IN SUFFOLK COUNTY AND NOT ENROLLED IN SCHOOL**

	Lives in Boston		Lives Outside of Boston		Difference as % of Resident
	% Boston residents	Median income	% of Non-residents	Median income	
Less Than High School	9.1%	\$20,000	4.6%	\$25,300	0.27
High School or Equivalent	20.4%	\$29,000	17.2%	\$37,500	0.29
Some College, No Degree	13.6%	\$32,100	12.6%	\$46,000	0.43
Associate's Degree	5.0%	\$37,400	6.4%	\$55,000	0.47
Bachelor's Degree	30.1%	\$52,000	31.9%	\$65,000	0.25
Advanced Degree	21.8%	\$68,000	23.7%	\$89,000	0.31
Total	100%	\$41,000	100%	\$60,000	0.46

# Good Jobs

- Action for Regional Equity convened the Casino Action Network to demand that all the jobs at the casino be good jobs, because we saw the potential for hundreds of low wage jobs being created.

# Need for Standards

- We documented that in either casino that was applying for a license, there could be as many as 1000 low wage, part-time jobs without a union. These would be in subcontracted work, retail, fast food.
- Bad jobs hurt our whole community.



# Good Jobs Standards

- Because of our investigation and testimony, the commitment to diversity and job quality was strengthened.
- There are now job quality conditions in the license that say that all jobs will average over \$40,000 a year with 75% full time, even without a union.
- Wynn's Diversity Strategy sets a goal of developing a "workforce that reflects the diversity of the region."
- Wynn Boston Harbor now talks about the low, 15.9% state diversity standard as a "floor", not a goal.

# Reaching Out

- We don't see a plan yet for our fair share. We are told it is happening, but we are not told anything concrete.
- La Comunidad and Everett Haitian Community Center are the constituency-based organizations right in Everett and we don't have answers.
- We ask if we can help reach out to the hundreds of people who went to the job fairs and first we are told yes and then no. We ask if anyone is providing assistance to them and we are told they are getting emails.
- We are told that the funded pre-apprentice programs will help, but we know the number will be small compared to the need for workers here and in Boston.
- At one moment, Wynn will meet with us. At another moment, they won't. We reach out to the biggest building trades and only hear back from one.

# What we want

- We want hiring for all jobs to match the regional diversity for people of color--41% and that the hiring to be from the host and surrounding communities, not out of state or far away.
  - ✧ The equity principle demands that the regional diversity target be 41% for this project, not the 15.9% state target that was put into place over 30 years ago.
- We don't believe the pipeline--just hoping we get enough people of color into unions--will guarantee a fair share.
  - ✧ Therefore Wynn and Suffolk should require every subcontractor to commit in writing, before contract signing, to indenture three apprentices to cure the expected deficit between the forty one percent and what the company and unions can provide.

# Construction jobs

## Permanent jobs

- We also need the monitoring meetings that we know from past experience are the best practice—regular, face to face meetings with the community, Gaming Commission, Wynn, Suffolk and working contractors to look at the results together.
- We want a partnership to connect our communities to the 4,000 good permanent jobs that are coming. We want a plan for the services that people need to be eligible for the jobs.
- Everyone is looking for a place at the table to make money but workers of color aren't at the table yet. We want our fair share. We are reaching out to build support for our communities getting our fair share.

# Community Partners

- We are deeply committed to access to casino jobs for our communities. Our need is too great to walk away from these promises.
- We are the grassroots and we aren't going anywhere. We are meeting with our political leaders. We now have a partnership with the City of Everett. We received one of the first coalition grants from the Hyams Foundation.
- We want a real partnership where we are working on solutions together. We want more than just being on a list.
- We deserve answers.

## Casino Action Network Op-Ed

### It's Time for Wynn to Do the Right Thing

The greater Boston region is facing the largest building boom since the Big Dig. There are billions of dollars slated for development over the next 5 to 10 years. Everyone is excited about the number of jobs that will be created and the domino effect on the economy, including on the neighborhoods where the workers reside. Still, there is concern about which workers may, once again, be left out and which neighborhoods may not benefit from trickle down economics.

The largest single project by far will be the Wynn Casino. It will create approximately 4,000 construction jobs over several years and another 4000 permanent jobs. During the application process for the casino gaming license, in response to public community input, Wynn made several written commitments to meeting the diversity levels in the region in its employment impacts, including developing "a workforce that reflects the diversity of the region." In addition, they have consistently said—as recently as the February 17<sup>th</sup> contractor bidders' conference—that the low state diversity standards are a floor they want to exceed, not a goal.

Census data shows the 20 towns and cities around Everett together are 41% diverse. With this more accurate sense of who we are in this region, we are looking for at least 1640 construction jobs and another 1640 permanent jobs for diverse workers.

Historically, people of color have been under-represented in the building trades in Massachusetts. We do not see strategies in place to create the scale of diverse workforce that is needed. Remember, this is not the only project that will need to include diversity in its workforce.

- Pre-apprenticeship programs, Building Pathways and Youth Build, at their current capacity will not be able to produce the numbers of new entrants we need.
- Based on public apprenticeship data, numbers of people of color and women entering the trades are low.
- Many unions only open their doors for applications once a year or even every other year.
- Some unions will not send women or people of color to jobs that request them, even when these workers are available, if their own internal procedures say to refer white workers at that moment.
- The Project Labor Agreement, included in the Gaming legislation, cannot be allowed to function as a bar to diverse participation.

What does doing the right thing mean?

- For the casino mega-project, Wynn is the owner and must drive its construction manager and subcontractors to meet the goals that reflect the region's changing demographics. Wynn must demand that unions open their doors to create the diverse pipeline and ensure the services are in place to create the pipeline of skills they need from communities of color.
- Suffolk must reach out to the community groups that have been meeting with Wynn to seek their help in building a pipeline from communities of color and identifying women to enter the trades. They must use their size as a General Contractor to shape an On Jobs Training "pipeline" from project to project so workers of color and women can increase their skills on the job. Suffolk obtained good diversity numbers when they built the Kroc Center, but they did it with the help of community partners such as the Dudley Street Neighborhood Initiative.
- The Gaming Commission must weigh in and see that this project meets the goals embedded in the state statute and addressed in Wynn's diversity strategy.
- The building trades unions must open their doors more often and bring in more local workers of color and women to enter the pipeline now!

**This is an amazing opportunity for communities of color in Everett, Chelsea, Malden, Somerville, Boston and the entire region, and an amazing opportunity for Wynn—and all stakeholders—to do the right thing!**

**Submitted by**

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