



**MassGaming Access and Opportunity Committee
Meeting Minutes**

February 9, 2016, 10:30 am – 12:30 pm

New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

Call to Order/Introductions:

The meeting was called to order by MassGaming's Director of Workforce, Supplier and Diversity Development, Jill Griffin at approximately 10:41 am. Each Committee member and guests who were present introduced her/himself.

Update on Meeting Procedures

10:51 am

As attendance of the Access and Opportunity Committee meetings grows, the agenda will be strictly followed to ensure that committee members have time to comment and give input. Community guests will continue to have specific time on the agenda to comment or ask questions. Director Griffin proposes holding Boston AOC at MassGaming's offices, 101 Federal St. 12th floor, Boston, MA.

Approval of the Minutes

10:43 am

Minutes approved contingent on the proposed changes and additions

Reports:

Wynn Everett

10:53 am

Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation – Awarded contracts as of 1/31/2016
 - MBE: 8.1% (Goal: 7.9%)
 - WBE: 4.0% (Goal: 10.0%)
 - VBE: 6.5% (Goal: 1.0%)
- Construction: M/W/VBE Participation – Awarded contracts as of 11/30/2015
 - In pre-construction phase
 - Site Clearing and Fence Work: Cashman Marine & Dredging
 - Remediation: Charter Contracting Company (MBE)
 - MBE: 91.3% (Goal: 5.0%)
 - WBE: 5.1% (Goal: 5.4%)
 - VBE: 0.4% (Goal: 1.0%)
- Construction Workforce: (As of 11/30/2015)
 - Minority: 17.9% (Goal: 15.3%)
 - Women: 3.7% (Goal: 6.9%)
 - Veteran: 3.3% (Goal: 3.0%)
- Construction: Project Timeline



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- April 2016: Completion of Remediation
- February – April 2016: Early Package Procurement
- May 2016: Start of Construction
- July – December 2016: Construction Procurement
- Second Half 2018: Project Completion/Resort Opening
- Construction: Buyout Strategy & Schedule
 - Project divided into multiple, smaller-scale, sub-projects. At least 150 bid packages*
 - **February – April 2016:** Early Package Procurement
 - Excavation & Site work: February 2016
 - Slurry wall: February 2016
 - Steel plunge columns: February 2016
 - Curtainwall (tower): March 2016
 - Concrete suppliers/batch plant: March 2016
 - Concrete (tower): April 2016
 - **July – December 2016:** Construction Procurement
 - Major packages for core and shell: July – August 2016
 - Site work / marine: August – September 2016
 - Interior packages: September – December 2016
- Outreach
 - Wynn in partnership with their construction manager Suffolk Construction announces an upcoming mandatory event to give prospective subcontractors an overview of project specifics.
 - Speaking to Building Trades Training Directors on February 22nd to discuss workforce goals and recruitment needs.
 - Coordinating with vocational schools and Building Trades apprenticeship programs for a young women’s trade career day on March 30th.
- Introduction to Suffolk Construction/Director of Diversity & Workforce Compliance, Brian McPherson.

MGM Springfield

11:58 am

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations
 Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- Design: M/W/VBE Commitments – As of 1/31/2016
 - MBE: 2.6% (Goal: 5.0%)
 - WBE: 4.4% (Goal: 10.0%)
 - VBE: 0.0% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – As of 1/31/2016
 - MBE: 15.0% (Goal: 5.0%)
 - WBE: 12.0 % (Goal: 10.0%)
 - VBE: 2.9% (Goal: 2.0%)
- Construction Workforce: (As of 1/29/2016)
 - Minority: 27.81% (Goal: 15.3%)
 - Women: 10.38% (Goal: 6.9%)



- Veteran: 7.90% (Goal: 8.0%)
- Union Construction Workforce: (As of 1/29/2016)
 - Minority: 38.18% (Goal: 15.3%)
 - Women: 8.65% (Goal: 6.9%)
 - Veteran: 5.59% (Goal: 8.0%)
- Workforce 3 – Month Look Ahead
 - Work in Progress – Mission Abatement
 - Work in Process – VFW Abatement
 - Work in Progress – 95 State Street Abatement
 - Early February 2016 – Commissioning Award
 - Early February 2016 – Fence and Lighting
 - Early February 2016 – Garage Award
 - Early February 2016 – Street Closures
 - February 29, 2016 – 79 State Street Demolition
 - February 29, 2016 – Union Chandler Garage Demolition
 - February 29, 2016 – Vault V86 Relocation
 - Early March 2016 – Mission Demolition
 - Early March 2016 – VFW Demolition
 - March 2016 – Edisonia Building Demolition
 - March 2016 – Temp Power Connections
 - Early April 2016 – Armory Rear Demolition
 - April 2016 – YMCA Demolition
 - Late April 2016 – French Church Relocation
- Outreach
 - Outreach to MBE, WBE and VBE Companies
 - Continue to Hold Community Group Meetings
 - Continued Outreach with Local Unions
 - Continue to Build Community Partners Network
 - Construction Workforce Task Force
 - Met three times since its inception in December 2015.
 - Working with paid facilitator to define its mission statement.
 - Held an election to choose 4 representatives to participate in the Construction Workforce Task Force with local trade union reps and MGM Construction Representatives.
 - Members have grown from 9 to 16 community organizations.
 - Partnered with Carpenters Union #108 on three outreach events in January.
 - MGM is following up with 62 contacts who may be interested in joining a union.
 - Upcoming Outreach Events
 - February 2-3, 2016: Veterans interested in Construction Open Houses
 - February 12 2016: Roger L. Pulman High School Site Tour & Construction/Union Information Session
 - February/March: 1st Diversity Construction Task Force Meeting



- March 2016: Women and Minorities Interested in Construction Open Houses
- Working with specific groups on outreach and recruitment of minority contracts and workforce referrals.

Committee Member Comments and Discussion

- Committee member explains outreach efforts in partnership with Wynn Resorts to bridge the gap between the vocational schools and apprenticeship programs. It is suggested that MGM joins as a partner in these efforts.
- A committee member highlights a past contractor joint venture event co-sponsored by MassGaming, MassHousing, Massachusetts Minority Contractors Association and Conference Of Minority Transportation Officials and also expresses interest in holding the event again in Springfield.
- A committee member expresses caution about the accuracy of reporting the estimated number of full-time construction employees based on work hours.
- A committee member raises the question to Wynn on whether or not they will be in compliance if diversity goals are not met. A community member explains it's a larger issue to unpack and that Wynn and Suffolk must not rely on best faith efforts when it comes to meeting workforce diversity goals. Wynn assures that both Wynn and Suffolk are working at every level to address this issue and to insure diversity goals are met and exceeded.
- Committee member requests that the specific number of individual diverse workers be noted while presenting workforce diversity. A point brought up in a previous AOC meeting.
- Committee member raises the point of verifying a pre-apprenticeship program meets the state program standards.
- Wynn representative asks MGM representative if they have gotten any challenges from unions when they are asked to provide information on their diversity. MGM responds that in the past it has but once one on one meetings with unions started it was no longer a challenge.
- MGM notes that their women veteran outreach is ongoing, in response to a committee member's comment.
- MassGaming clarifies, as per the MGM diversity plan approved by the Commission; all levels of the workforce will be included in diversity goals. But Licensees will continue to report union labor separately for transparency.
- A committee member asks if Wynn could add the total workforce hours to future presentations.
- A committee member suggests licensees require contractors to communicate with Unions in writing when requesting a diverse workforce and relaying any demands for more diversity to apprenticeship program directors.
- A committee member suggests the possibility of Suffolk Construction sponsoring nonunion contractors. The Suffolk representative says there has been discussion on the matter but has put it on hold for a number of reasons and if sponsorships were to happen they will be done on a case by case basis.



- The concern is raised that a representative from Building Trades union is not in attendance of AOC meetings.
- Event Announcement: On Friday, May 29th National Trades Women Conference in Chicago.

Community Input

- A community member expresses concern for the challenges small contractors face meeting the standards to be a part of large construction projects
- A community member notes Wynn has seen their diversity goals as a floor and that the committee should help their efforts and work toward the regional diversity of about 40%-50%. She also suggests Wynn programmatic approaches to contractors who are not providing diverse skilled workers. And finally expresses concerns about the apprenticeship programs opening once a year and how this affects the pipeline of workers.
- It is noted that union politics should not play a role when expanding the labor union pool of workers.
- Community member solicits donations for his non-profit organization. It is noted by MGC Commissioner Enrique Zuniga that this meeting is not the forum for requests like this.

Meeting Adjourned**12:56 pm**



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Attendees

Committee Members and Supporting Staff

Nader Acevedo
Pricilla Flint-Banks Alliance
Edward Bedrosian
Chelan Brown
Lisa Clauson -
Michael Fitzgerald
John Fitzpatrick
Jason Garand
Jill Griffin - MGC
Beverly Johnson
Jason Lawson
Ny Mahasadeth
Jed Nosal
Jennie Peterson
Corean Reynolds
Mei-Ling Rodriguez
Jason Rosewell
Elizabeth Skidmore
Commissioner Enrique Zuniga
Brian McPherson

Remote Attendees

Maureen Carney
Bruce Stebbins

Members of the Community and Guests

Sondra Fabiano
Keith Greenaway
Brother Lo
Stanley Marin
Belissa Rivas
Curtis Rollins
T. Michael Thomas
Weezy Waldstein

List of List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated February 9th, 2016
- January 12th, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Everett Access & Opportunity Committee Monthly Update December PowerPoint Presentation dated February 9th, 2016
- Wynn Everett – Construction Workforce Diversity (as of January 23rd, 2016)
- Suffolk Construction Information Packet
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated February 9th, 2016
- MGM Springfield Construction Workforce Diversity Statistics Report – Onsite Design & Construction as of: January 29th, 2016
- MGM Springfield Workforce Union Hours Diversity Report – Construction as of: January 29th, 2016



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