



**MassGaming Access and Opportunity Committee
Meeting Minutes
April 12, 2016, 10:30 am – 12:30 pm
MA Gaming Commission, 101 Federal Street, 12th Floor, Boston, MA 02110**

Call to Order/Introductions **10:30 am**

The meeting is called to order by MassGaming’s Executive Director, Ed Bedrosian. Each Committee member and guests who were present introduced her/himself.

Approval of the Minutes **10:36 am**

Minutes unanimously approved.

Reports:

Wynn Everett **10:40 am**

Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation
 - o MBE: 8.3% (Goal: 7.9%)
 - o WBE: 4.1% (Goal: 10.0%)
 - o VBE: 6.6% (Goal: 1.0%)
- Construction: M/W/VBE Participation
 - o MBE: 10.7% (Goal: 5.0%)
 - o WBE: 0.6% (Goal: 5.4%)
 - o VBE: 0.04% (Goal: 1.0%)
- Construction Workforce
 - o Minority: 16.1% (Goal: 15.3%)
 - o Women: 7.3% (Goal: 6.9%)
 - o Veteran: 8.9% (Goal: 3.0%)
- Design & Construction Outreach
 - o Suffolk Construction introduces Shelley Webster, Compliance Officer
 - o Engagement continues with local Chambers of Commerce and diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women and Enterprise, and the Hispanic American Institute
 - o Spoke at Chelsea Chamber of Commerce annual dinner with focus on engaging diverse and local businesses
 - o Coordinating with Inner City Capital Connections (ICCC) to connect potential business partners with access to capital and capacity building opportunities

* Numbers as of March 31, 2016

- Construction Workforce Participation
 - o May 25, 2016 - outreach event planned at Carpenter's Training Center in Millbury
 - o Outreach and work with local community groups is ongoing
 - o Co-Founder of Girls in Trades Committee and co-sponsor of the Massachusetts Girls in Trades Conference and Career Day held March 30th at IBEW
 - Over 400 students and educators attended from state-wide CTEs
 - o Scheduled 1-1 meetings with local Building Trades Business Agents and Apprenticeship Directors to discuss and implement local and diverse hiring
 - Meetings will complete over the next eight weeks
 - o Conducted Building Trades training for representatives from state-wide career centers; training coordinated with PGTI
 - o Spoke at the Empowering Women in the Workforce Symposium at North Shore Career Center
 - Addressed opportunities for women to pursue opportunities in the Building Trades

MGM Springfield

11:36 am

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

- Design: M/W/VBE Commitments – Through 3/31/2016
 - o MBE: 8.4% (Goal: 5.0%)
 - o WBE: 11.3% (Goal: 10.0%)
 - o VBE: 4.1% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – Through 3/31/2016
 - o MBE: 10.6% (Goal: 5.0%)
 - o WBE: 19.3% (Goal: 10.0%)
 - o VBE: 7.2% (Goal: 2.0%)
- Total Construction Workforce: Through 3/28/2016
 - o Minority: 28.35% (Goal: 15.3%)
 - o Women: 10.56% (Goal: 6.9%)
 - o Veteran: 8.65% (Goal: 8.00%)
- Union Construction Workforce: Through 3/28/2016
 - o Minority: 39.31% (Goal: 15.3%)
 - o Women: 8.94% (Goal: 6.90%)
 - o Veteran: 6.38% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead
 - o Work in Progress - 95 State Street Abatement
 - o Work in Progress - Water/Sewer Infrastructure
 - o Work in Progress - 95 State Interior Demo
 - o Work in Progress - Site Prep for Garage
 - o Work in Progress - YWCA Demolition
 - o April 2016 - 3rd Party Inspections Award for Garage
 - o April 2016 - 73 State Street Support
 - o April 2016 - Temp Power Connections
 - o Late April 2016 - French Church Relocation

- o May 2016 - Armory Rear Demo
- o May 2016 - Vault V86 Relocation
- o May 2016 - Union Chandler Façade Preservation/Demo
- Outreach
 - o Outreach to MBE, WBE & VBE Companies
 - Construction companies can be certified in multiple categories, i.e. certified as a MBE and WBE
 - o Outreach to local Community Groups
 - Met with 12 community organizations in March
 - o Community Partners Network
 - Career Point and VOICE are 2 new community partners
- Construction Diversity Task Force
 - o March 10, 2016 - first task force meeting was held and attended by the 4 elected community partners, representatives from the Pioneer Valley Building Trades Unions, Carpenters Union #108, Tishman Construction, and MGM Springfield
- Union Partnership & Outreach
 - o March 3, 2016 - Putnam Vocational Academy graduating seniors tour MGM Springfield site
 - o March 17, 2016 - MGM Springfield presents AOC report to the MGC
 - o One on One meetings with Unions and Union Apprenticeship Programs
- Outreach Events
 - o Union and Union Apprenticeship Program Referral Update
 - MGM is following up with over 100 contacts interested in joining the unions and tracking the progress of each referral in MGM's referral database
 - Referred individuals are placed into categories relative to their eligibility for union placement
 - A basic eligibility assessment/screening process is performed on all applicants
 - Additional tracking is performed on eligible applicants prior to job placement
- Upcoming Outreach Events/ Dates
 - o April 2016 - Construction Diversity Task Force Meeting
 - o April 1, 2016 - Tour of YWCA Youth Build Program
 - o April 28, 2016 - Minorities Interested in Union Construction Open Houses in partnership with the Greater Springfield Urban League, A.W.A.K.E., Veteran's Inc., and Neighbor to Neighbor Jobs Not Jails Program
 - o April 29, 2016 - Baypath College Annual Women's Conference – Exhibit Table with Union Partners
 - o May 2016 - MGM Springfield Construction Website Updates to include Community Partners Directory/Information
 - o May 2016 - Women Interested in Union Construction Open Houses; in partnership with the Springfield Y.W.C.A. and the Youth Build program

Committee Member Comments and Discussion

- A committee member notices, of the 400 who attended the Girls in Trades event, fields such as culinary and nursing were not represented. Wynn's development manager indicates the event was focused on programs directly relating to building trades jobs.
- A committee member raises the question to Wynn on whether there will be opportunities that offer a "fast track" to unskilled workers before the completion of the projects. Suffolk representative responded indicating there are preliminary plans to providing soft skills training for non-union, local residents with focus on diversity. Wynn's development manager estimates the rollout of soft skills training is expected to happen within the next six to twelve months and more information will be available next month.
- A committee member raises concern that the unemployed, uncertified are not being reached for opportunities. Wynn's development manager informed the group of opportunities at career centers where a designated building trades point person is on-site at 4 local career centers- Dorchester, downtown Boston, Woburn, Chelsea. In addition, Wynn has made connections with local officials to help inform job seekers of opportunities.
- In response to a community member's inquiry, Wynn's development manager informs the group that costs for the soft skills training is being determined and careful review of spending is being applied across all aspects of the project.
- A committee member inquires about jobs that will not exist within the casino projects, for example, for another year. Wynn's development manager responds by saying job seekers should utilize referrals from connections through a trade, contractor, or Wynn's website to find opportunities that may not currently be available within the project.
- In regards to hiring veterans, a committee member directs the group to the "Helmets to Hardhats" website for listings, opportunities targeted by geographic jurisdiction.
- A committee member reminds the group that numbers pertaining to worker residency are not included in MGM's construction report. MGC's executive director indicated that, on the construction side, local reporting commitments have not been required from the Licensees and clarified some Licensees may have local commitment requirements in their local agreements in which the numbers would be reported.
- In response to a committee member's inquiry on MGM's construction worker residency reporting, MGM's outside counsel added that reporting was not originally contemplated in their diversity or host community agreement, and work is in progress to determine the best mechanism and timing on how, when to collect the information and where it should be reported.

Community Input

- A community member inquired whether a trade will place a person out of sequence. Wynn's development manager confirmed that a worker can be placed out of sequence, noting that diversity goals are a priority with a process in place by which Everett residents will be moved to the top for fulfilling work needs, followed by Malden, and then surrounding communities.

Meeting Adjourned

12:09 pm

**Committee Members and Supporting
Committee/Staff**

Ed Bedrosian
Joe Delaney
Bruce Stebbins
Jason Rosewell
Chelan Brown
Eddie Corbin
Michael Fitzgerald
John Fitzpatrick
Jason Lawson
Shelley Webster
Brian McPherson
Jennie Peterson
Jason Garand
Vanessa Otero
Laura Piscopo
Nader Acevedo
Elizabeth Skidmore
Stephen P. Crosby
Beverly Johnson
John Perez
Ny Mahasadeth
Keith Greenaway
Mei-Ling Rodriguez

Attendees

**Members of the Community and
Guests**

Anthony Abdelahad
Martin Castillo
Weezy Waldstein
Emily Earll
Jed Nosal

Remote Attendees

Mary Vogel
Reggie Nunnally
Maureen Carney
Frank Callahan

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated April 12, 2016
- March 8, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Everett Access & Opportunity Committee Monthly Update February PowerPoint Presentation dated April 12, 2016
- Wynn Everett – Construction Workforce Diversity (as of March 26, 2016)
- Suffolk Construction Hires Shelley Webster for Compliance Officer Role on Wynn Boston Harbor Project
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated April 12, 2016
- MGM Springfield Workforce Union Diversity Report – Construction as of: March 28, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: March 28, 2016