



**MassGaming Access and Opportunity Committee
Meeting Minutes**

January 10, 2017, 10:30 am – 12:30 pm

Springfield Technical Community College, 1 Armory Square, Springfield, MA 01105

Call to Order/Introductions **10:40 am**

The meeting was called to order by MassGaming's Director of Workforce, Supplier and Diversity Development, Jill Griffin.

Approval of the Minutes **10:42 am**

Minutes unanimously approved

Reports:

MGM Springfield **10:47 am**

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations

- Outreach to MBE, WBE and VBE Companies
 - Met with 7 companies, 4 WBE, 1 MBE, and 2 VBE
- Community Partners Network (CPN)
 - December 7, 2016: Met with MGM Springfield construction team
 - 10 Community Partners were in attendance
 - Reviewed the CPN launch announcement
 - Reported on new community organizations who have submitted CPN membership applications, or made inquiries about joining the CPN
 - Reviewed upcoming 2017 CPN training calendar
 - Reviewed upcoming union apprenticeship enrollment/application dates
 - Brainstormed on upcoming work of the CPN for 2017 & beyond
 - Reviewed advocacy items coming up in 2017, including the Responsible Employer Ordinance (REO) meetings/hearings
- Union Partnership & Outreach
 - Ongoing meetings and discussions to include: assistance with targeted diversity recruitment; assistance with upcoming union apprenticeship enrollment events; partnerships on upcoming outreach events
 - In January, MGM plans to begin 1:1 meetings with local trade union business managers and apprentice program directors
 - Sharing the MGM labor pool of eligible diverse union members looking for work as the unions ramp up on the MGM Springfield project and other local construction projects



- MGM Springfield Diversity & Public Relations Team to work with PVBT & Carpenters Union #108 to coordinate a Public Relations & Outreach campaign that will begin in the 1st quarter of 2017
- Union Referral System Update
 - Continued referrals and tracking of new diverse union applicants in their union application process
 - Capturing and tracking success stories and highlights:
 - 1 newly identified union member identified through outreach and added to the MGM Springfield available labor pool list and shared with Tishman Construction and MGM Springfield sub-contractors
- Other Diversity Work & Outreach/Events
 - December 5, 2016: MGM Springfield construction held an outreach session for food service equipment and miscellaneous metals subcontractors
 - December 12, 2016: MGM construction held outreach session for mill work and tile/stone/carpet subcontractors
 - December 14, 2016: MGM participated in greater Connecticut's annual Minority Construction Council meeting and provided a diversity presentation and Q/A session
 - Few in attendance are registered as a MBE/WBE; a couple specialize in construction
 - December 15, 2016: MGM attended a diversity meeting with the Urban League of Greater Hartford with discussions surrounding vocational opportunities and MGM's work with M/W/VBEs
 - December 16, 2016: U.S. Small Business Administration
 - December 19, 2016: Girls in Trades conference & fair in western MA planning meeting
- Upcoming Outreach Events/Dates
 - Upcoming Diversity Outreach Work:
 - January, 2017: A Day in the Life of a Union Tradesperson networking event
 - January 19, 2017: MGM Springfield construction outreach session: Hardscape & Landscape contractors
 - January 31, 2017: MGM begins union construction office hours- Tuesdays and Fridays from 9:30 – 11:30
 - February, 2017: Community Partners Network meeting
 - February, 2017: MGM Springfield kicks off FF&E information session
- Diversity Success Stories



- MGM Springfield union construction worker January 2017 highlight: Stephanie Stevens, carpenter with Carpenters 108
- Union Construction Workforce: as of 12/31/2016
 - Women: 8.55% (Goal: 6.90%)
 - Minority: 30.01% (Goal: 15.30%)
 - Veteran: 8.88% (Goal: 8.00%)
- Total Construction Workforce: as of 12/31/2016
 - Women: 10.07% (Goal: 6.90%)
 - Minority: 24.70% (Goal: 15.30%)
 - Veteran: 9.76% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead: workers will be out of the ground in December due
 - Work in Progress – Water/Sewer/Gas/Electric Infrastructure
 - Work in Progress – Garage Foundations
 - Work in Progress – Underground MEP for Garage
 - Work in Progress - Generator Switch Gear Area
 - Work in Progress - Underground MEP Hotel Podium
 - Work in Progress - Concrete Slab on Grade for Podium
 - Work in Progress - Pre-cast Garage Elements
 - Work in Progress - Garage Erection
 - Work in Progress - Steel Erection for Hotel Podium
 - Work in Progress - Temp Heating
 - Work in Progress - Interior Fitout of 95 State
 - Work in Progress - Scaffolding
 - Work in Progress - Spray Fireproofing
 - Work in Progress - Concrete Slab on Metal Deck
 - Work in Progress - CEF Masonry
 - Jan 2017 - Garage Interior MEP, Sprinklers, Storm
 - Jan 2017 - 95 State Street Interior Fit Out
 - Feb 2017 - Building Enclosure
 - Feb 2017 - MEP Distribution for Podium
 - Mar 2017 - Interior Masonry
- Design & Construction Commitments: through 12/31/2016
 - WBE: 17.0% (Goal: 10.0%)
 - MBE: 7.8% (Goal: 5.0%)
 - VBE: 5.8% (Goal: 2.0%)
- Design & Consulting Commitments: through 12/31/2016
 - WBE: 13.9% (Goal: 10.0%)
 - MBE: 11.6% (Goal: 5.0%)



- VBE: 4.5% (Goal: 2.0%)
- Construction Commitments: Through 12/31/2016
 - WBE: 17.3% (Goal: 10.0%)
 - MBE: 7.2% (Goal: 5.0%)
 - VBE: 6.0% (Goal: 2.0%)
- Workforce Diversity Report (By Company & Union): MGM provided highlights by referring to the total Employee Count and M/W/B hours for Unions
 - MGM recognized subcontractors did not turn in their workforce reports in December prior to the generation of the reports, but MGM continues to exceed in women, minority, and veteran workforce categories.

Comments and Discussions

12:25 pm

- Relating to MGM's meetings with subcontractors, a committee member wanted to know if unions will be invited into these meetings. MGM indicated the unions are currently not part of these meetings, but provided a brief highlight of the process which included Tishman holding monthly PLA meetings with the unions and MGM holding their own, separate 1:1 meetings with the unions.
- A committee member added upon the discussion relating to MGM's meetings with subcontractors and mentioned the benefits of inviting both subcontractors and unions in the same corrective action meetings- 1) immediate action with responses from all parties 2) eliminates additional meetings with parties not in attendance at the corrective action meetings.
- MGM informed the group of an outreach plan that will include, for example, radio and community newspaper ads to promote/communicate their construction office hours.
- Group discussion surrounded MGM's Workforce Diversity report and a committee member cited (3) companies showing zero hours for women project to date- AmQuip Crane Rental LLC., Marguerite Concrete, and William Roberts Electric Co., Inc.
- A committee member provided trend lines on the diversity reports presented by MGM. The committee member reiterated the data presented is the floor, not the ceiling.
- A committee member referred to the document of trend lines for MGM Springfield's Totals for Access and Opportunity Goals reiterating the data reflects project to date goals/cumulative data and do not reflect the monthly goals. The data also represents worker hours, not manager hours.

Wynn Boston Harbor

11:55 am

Presented by: Jennie Peterson, Project Manager



- Design: M/W/VBE Participation – Awarded contracts as of 12/31/2016
 - Over \$11.3 million, 20.9% of project design contracts have been awarded to M/W/VBEs
 - MBE: 8.8% (Goal: 7.9%)
 - WBE: 4.9% (Goal: 10.0%)
 - Wynn recognizes work to be done in reaching goal
 - VBE: 7.2% (Goal: 1.0%)
- Construction: M/W/VBE Participation – Awarded contracts as of 12/31/2016
 - \$53.0 million, 12.9% of construction contracts have been awarded to M/W/VBEs
 - Construction contracts in December included awards to three WBEs and one VBE
 - MBE: 5.6% (Goal: 5.0%)
 - WBE: 4.1% (Goal: 5.4%)
 - VBE: 5.7% (Goal: 1.0%)
- Construction Workforce Participation: (As of 12/31/2016)
 - 178 minorities, 39 females, and 31 veterans have performed construction work on the project
 - Minority: 24.0% (Goal: 15.3%)
 - Women: 6.5% (Goal: 6.9%)
 - Veteran: 5.5% (Goal: 3.0%)
- Design & Construction Outreach
 - Bi-weekly email communications sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute
 - Planning for Furniture, Fixtures, and Equipment (FF&E) outreach event – January 12, 2017
 - 12/16: Presentation to the Massachusetts Small Business Association
- Construction Workforce: Outreach
 - Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities.
 - Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors
 - Launched regular communication to union walk-on applicants regarding upcoming on-site sub-contractors
 - Girls in Trades planning for February 8th alumni event
 - 12/6: Update meeting with Chinatown community organizations



- 12/7: Update meeting with The Career Place that covers north shore communities
- 12/14: Quarterly update with the Hispanic American Institute
- 12/19: Planning meeting with Metro North Regional Employment Board
 - Metro North Regional Employment Board looking to implement a program similar to the Community Partners Network (CPN) in Everett and surrounding areas
- 12/29: Building Pathways information session at Everett City Hall
- 2/8/17: Union apprenticeship representatives, contractors, and working tradeswomen event
- Construction Workforce: Projected Labor Schedule
 - Wynn's Project Manager provided highlights relevant to the stages of construction including mass excavation, pouring basement slab, and marine work in upcoming months
 - Large uptick will be expected in ironworkers and carpenters
 - Wynn's Project Manager presented aerial views of project site
- Wynn Construction Workforce Diversity
 - Suffolk representative provided highlights from the Workforce Summary Report including top performers J. Derenzo Co., Liberty Construction Services, Moretrench, NewRoads Environmental, and S & F Concrete Contractors, Inc.

Comments and Discussions

11:14 am

- A community member inquired about the low hours per the number of workers sited for S & F Concrete Contractors, Inc. A Suffolk representative indicated the number of workers and number of hours represent startup hours where workers are not actually on the site- i.e. workers attending safety meetings or dropping off equipment.
- A committee member referred to PGTI's trend lines and noted (6) companies have had zero hours for women to date with direct attention to Dagle Electrical Construction Corporation. With regard to Dagle Electrical Construction Corporation, Wynn's Project Manager noted they will keep in mind the data presented in the trend lines with respect to future bids on electrical packages.
- A committee member inquired about Wynn's corrective action meetings. A Suffolk representative provided a brief summary surrounding the corrective action meetings which includes conversation(s) with individuals such as the company owners, contractors, and union representatives.
- Group discussion surrounded Wynn's construction workforce outreach events during which a committee member noted the recent events appeared to not have included the black community. A Suffolk representative responded by indicating fair, consistent



communication to all, including individuals recommended by the Black Economic Justice Institute, Inc., with mention to opportunities that are upcoming during the middle of February.

- Relative to the “Projected Labor Schedule”, Wynn’s Project Manager indicated there will be an uptick in the next couple months followed by a more gradual progression in April. A committee member added that changes in the construction schedule are common with an urban project site.
- Responding to a comment from a committee member regarding the lack of minority and women workforce numbers, a Suffolk representative emphasized to the group of their ongoing conversations with sub-contractors surrounding requirements and expectations.

Meeting Adjourned

12:44 pm

Attendees

**Committee Members and Supporting
Committee/Staff**

**Members of the Community and
Guests**

**Remote
Attendees**



Jill Lacey Griffin
Bruce Stebbins
Joseph Truschelli
Chelan Brown
Mei-Ling Rodriguez
Fiore Grassetti
Nader Acevedo
John David Perez
Eddie Corbin
Jennie Peterson
Brian McPherson
Shelley Webster
Ny Mahasadeth
Liz Skidmore
Brian McPherson
Shelley Webster
Jennie Peterson
Maureen Carney
Lisa Clauson
Jason Garand
Priscilla Flint-Banks
Denise Jordan

Jeffrey Hayden
Weezy Waldstein
Iliana Panameño
Sarah Flint
Michael Langone

Keith Greenaway
Mary Vogel
Jeremiah Riordon

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated January 10, 2017
- December 13, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update November PowerPoint Presentation dated January 10, 2017
- Wynn Boston Harbor – Construction Workforce Diversity Date Range: 9/2015 – 12/31/2016
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated December 31, 2016
- MGM Springfield Workforce Diversity Report (By Company & Union) As of: December 31, 2016
- MGM Video Featuring Stephanie Stevens
- PGTI Trend lines Charts for Wynn Boston Harbor and MGM Springfield Diversity Goals as of 12/31/2016