



Access and Opportunity Committee Meeting Minutes

Date/Time: November 14, 2017 – 10:30 a.m. – 12:30 p.m.

Place: Springfield Technical Community College
1 Armory Square; Scibelli Hall, Room 703/4
Springfield, MA

Committee Members Present:

Chair Jill Lacey Griffin

Commissioner Bruce Stebbins

Todd Bida

Chelan Brown

Alberto Calvo

Maureen Carney

Eddie Corbin

Joseph Delaney

Emily Earll

Kate Harrison

Susan Moir

Charlie Payne

John David Perez

Jennie Peterson

Mei-Ling Rodriguez

Jason Rosewell

Mary Vogel

Shelley Webster

Call to Order

10:40 a.m. Chair Jill Griffin called to order the Access and Opportunity Committee Meeting.

Approval of Minutes

10:42 a.m. A motion was made and seconded to approve the minutes of the Access and Opportunity Committee (“AOC”) meeting held on October 10, 2017. The minutes were approved by committee members unanimously.

MGM's Report

- 10:43 a.m. Chelan Brown, Diversity Specialist, Construction and Operations began their presentation with an update on outreach. She noted Minority Business Enterprise (“MBE”), Women Business Enterprise (“WBE”) and Veteran Business Enterprise (“VBE”) outreach to a list of diverse construction, supplier and consulting companies. She then provided an update on the Community Partners Network (“CPN”), noting that there was an Executive Committee Strategic Luncheon held on October 5th. Some highlights from the luncheon included: strengths and challenges of the CPN; future planning to ensure continued success after the MGM project is complete; expanding the team by holding elections for new executive team members; membership and recruitment efforts; and infrastructure development. She continued with updates on each of the CPN teams noting that there was a full CPN Meeting held on October 18th. The Work Readiness Team held a training seminar on November 8th at Springfield Technical Community College. The Advocacy Team continues to work with Baystate Medical Center to adopt a final diversity workforce and procurement policy for other upcoming construction jobs in the area. They are also continuing to meet with union business managers in order to encourage them to keep their books open for new members. She added that the Apprenticeship Directors are the ones who make membership decisions. She wrapped up update noting that thanks to the recruiting efforts of the Membership Team, three new organizations joined the CPN.
- 10:53 a.m. Chelan Brown went on to present their updates on union partnership and outreach. She said that MGM staff attended meetings with five union business managers this month to review the union labor pool and continue to discuss issues especially as they relate to diversity participation and recruitment. Through efforts of tracking new diverse union applicants in their application process they have identified six new union members who are looking for work. In other diversity work, MGM continues to meet with new Community Based Organizations. This past month they met with the three new organizations that recently joined the CPN. Chelan Brown went on to present other diversity work and outreach events and their compliance work with Tishman Construction. Tishman continues to have monthly meetings to go over project status and upcoming work and workforce requirements. They continue to share their labor pool with unions and subcontractors. On October 31st, MGM along with Tishman Construction held a Construction Diversity Best Practices Luncheon with PGTI, MGC, AOC and Pioneer Valley Building Trades. She said they are continuing their construction mentorship programs with local area vocational schools, including Putnam Academy and Westfield Technical Academy. She also went through a list of other and upcoming diversity work in November, including: meeting with the Black Leaders and Businesses Alliance and another meeting with the Hispanic American Institute both on November 2nd; corporate procurement and diversity team meetings on November 3rd; as well as a networking and information session event with Northeast Center for Tradeswomen’s Equity (“NCTE”) on November 14th. Ms. Brown then shifted to a Diversity Success Story video featuring Andre Washington, who is the first iron worker featured. Andre is a Springfield resident in Ironworkers Local #7 and working for Berlin Steel.

- 11:06 a.m. Jason Rosewell picked up the presentation to go over the Construction Workforce Diversity Statistics, including both the union and total statistics as of October 31st, 2017. In the three month look-ahead Mr. Rosewell went through the phases of construction and expected completion dates for each. He noted that the 95 State Street building is substantially complete at this point, adding that Mass Gaming Commission will be able to move into their space there in January. Mr. Rosewell also pointed out that they were able to secure an owner's user permit for the garage, which allows them availability of about 700 spaces for workers to park. He said that has made a huge difference for the workers. He then went through the projected labor schedule, which is focused primarily on laborers, plumbers and pipe-fitters and sheet metal workers.
- 11:14 a.m. Mr. Rosewell went through: the Design and Construction Payments as of September 30th, 2017; the Design and Construction and Consulting commitment numbers; and the Construction Commitment numbers as of October 31st, 2017 (all attached). He went through a list of Diverse Construction Companies and then wrapped up that portion of the presentation with the Workforce Diversity Report. He noted that they have completed 1.3 million workforce hours on the project and there are currently about 700 workers on site.
- 11:18 p.m. Chair Jill Griffin opened the meeting up to questions and comments from committee and community members. She began with her own question which was regarding the Design Commitments and whether they are done with those commitments. Jason Rosewell responded saying they are generally pretty close on those commitments. Following was discussion regarding a slight drop in the number of minorities on site. John Perez pointed out that as the project is nearing the finishing stage of construction, it will be difficult to make up for [those low numbers]. Jason Rosewell responded saying that certain trades are a challenge and the reality is that they (meaning he and Chelan) are always reminding everyone of their requirements. Mr. Rosewell added that there is a consistent storyline between the business agents and union halls regarding their diversity requirements and the issue seems to be that there is not enough work in Western MA. He continued saying that they will need a future commitment from the city and even the state for them (the unions) to continue this work. He said MGM followed all of the best practices to the best of their ability and set an example that needs to be followed. He noted that the unions are the ones making the decisions and pointed out that the MGM project has changed the way they look at the numbers. There was then recognition of MGM's efforts and that there is a need to change the culture of the industry. It was also noted that things like the best practices luncheon for union business agents recently hosted by MGM is the beginning of that conversation. Unions will need to expand their market share and they will need to continue to dig for best practices throughout the industry. Jason Rosewell had to leave the meeting early, but wanted to announce his new title of Vice President of Facilities and Operations for MGM Springfield before he stepped out.

Wynn's Report

- 11:45 a.m. Chair Jill Griffin then turned the meeting over to Jennie Peterson, Manager/Development for Wynn. Highlights included Minority Business

Enterprise (“MBE”), Women Business Enterprise (“WBE”) and Veteran Business Enterprise (“VBE”) Participation Goals and actuals (attached), Contracts Awarded for both Design and Construction, as of October 31st. She noted the total awarded contracts and the amounts paid against those contracts. Jill Griffin and Joe Delaney explained the amount paid number, which is a new request from MGC. Ms. Peterson wanted to point out that the construction participation as of October 31st is almost bid out at this point; the remaining opportunities will have to be partnering up with the sub-contractors.

- 11:58 a.m. Jennie Peterson then spoke about their recent outreach efforts. She said there are still ongoing efforts to work with community partners and Career Centers, as well as monthly reminders about upcoming apprenticeship application opportunities. The reminders are sent to all union walk-on applicants as well. Shelley Webster then spoke about the Quarterly Workforce Diversity Recognition Award going to Titan Roofing, who had doubled their numbers. She pointed out that they have taken particular care of their veterans and ensured that they got the credentials they needed. Jennie Peterson then continued saying they are continuing their meetings with union business agents and training directors to work on taking in more apprenticeship workers.
- 12:05 p.m. Jennie Peterson continued with the outreach update pointing out the Building Pathways interviews on October 11th and the Women Build Nations event held in Chicago October 13th through 15th. Shelley Webster pointed out that Wynn’s own Local 22 laborer, Tina Marie Saldutti spoke at the event. Jennie Peterson then wrapped up that portion noting a few other events in October (attached).
- 12:11 p.m. Ms. Peterson gave an update and showed photos of the current construction progress on the site and recent events. She said they had a topping off ceremony for the podium steel, which included a steak tip lunch held on the casino floor for the workers. She pointed out that Steve Wynn had a design change to the steel in the ballroom and that the hotel tower is now up to the twelfth floor and the curtain wall is underway. Ms. Peterson then spoke to the dredging and water clean-up portion of the project. She said they use something called EPS blocks to fill in under the soil and that they have a living shoreline which is preferable to a stone/rock wall. She also pointed out that the land based remediation and dredging contract went to a MBE that they found through the Hispanic American Institute.
- 12:21 p.m. Jennie Peterson went over the Labor Projections noting there were about 1,200 workers on site. She added that they are meeting with each of the unions to make sure they are getting local and diverse workers. Ms. Peterson and Shelley Webster then moved on to present and discuss the Workforce Report. They said the reports really help them to see what meetings they need to have and which unions they need to reach out to. They both noted that they saw a dip in female numbers last month but were able to get them back on track this month. They also made improvements with their minority goal. Shelley Webster then added that there were four contractors that had corrective action meetings that month.
- 12:41 p.m. Jill Griffin then turned the meeting over to Commissioner Bruce Stebbins to speak to the update on Gaming Service Employee Registration. Mr. Stebbins explained

that they have had cooperation from the House and Senate leadership and it is under the authority of the Mass Gaming Commission to decide whether a position requires registration or not. He added that that would open up a lot of opportunities and the MGC will work with the licensees to ensure that they get the best results.

12:45 p.m. Jill Griffin wrapped up the meeting speaking to the launch of the NCTE Diversity Campaign on November 16th at the Sheet Metal Workers Training Center in Dorchester. She said the launch event will be immediately following an apprenticeship open house.

12:48 p.m. The meeting adjourned.

List of Documents and Other Items Used:

1. Massachusetts Gaming Commission Access and Opportunity Committee Notice of Meeting and Agenda dated November 14, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated October 10, 2017
3. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated November 14, 2017
4. MGM Springfield Workforce Diversity Report (by Company and by Union) as of October 31, 2017
5. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated October 2017
6. Wynn Boston Harbor – Construction Workforce Diversity, Date Range 9/2015 – 10/31/2017