



**MassGaming Access and Opportunity Committee
Meeting Minutes**

November 8, 2016, 10:30 am – 12:30 pm

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

Call to Order/Introductions

10:41 am

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

Approval of the Minutes

10:44 am

9.13.16 and 10.11.16 minutes approved unanimously.

Reports:

MGM Springfield

10:44 am

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

Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- Outreach to MBE, WBE and VBE Companies
 - 4 new WBEs.
- Community Partners Network
 - Met on October 19th, met with MGM Springfield Construction Team
 - Steering Committee gave an update on the CPN launch on November 21st.
 - Reviewed upcoming CPN Training Calendar.
 - Temporary CPN Membership Team is finalizing Directory of Community Partners Network to be posted on the MGM Springfield Construction website.
 - Advocacy Team worked on identifying the CPN Advocacy priorities
 - Defining Our Success Team is archiving a collection of Success Stories, focusing on the veteran workforce and VBEs that have worked on the MGM Springfield job.
 - The team also works closely with the Union Applicant Committees to track placements in unions, apprenticeship programs, and regional job sites.
 - Basic Eligibility Screening Team facilitated a Phon-A-Thon to follow up with new referrals.
 - Work Readiness Team discussed upcoming 2-Day Work Readiness Training for referrals and the upcoming CPN Work Readiness Training Calendar.

- Union Partnership and Outreach
 - Continued meetings and discussions with local trade unions.
 - Continued referrals and tracking of new diverse union applicants in their process.
 - 2 new diverse individuals accepted into local unions, ready for work.
 - 50 newly identified union members were added to the MGM Springfield Available Labor Pool list and shared with Tishman Construction/MGM Springfield sub-contractors looking for union workers.
- Other Diversity Work & Outreach Events
 - October 24, 2016: MGM Springfield & Community Partners Network Union Screening/Work Readiness Phon-A-Thon; met goal of 160 calls.
 - Focused on non-union referrals.
 - October 27-28, 2016: MGM Springfield & Community Partners Network Construction 2-Day Work Readiness Seminar
 - Lydia Early (STCC Office of Workforce Development), Christian Diluzio (Veteran's Inc.), Lisa Clauson (Carpenters #108), Rani Gould (Youth Build/YWCA), and Greg Ellerbe (Certified Wester Mass. Regional Employment Board Work Readiness Trainer) spoke.
 - Other training topics included financial literacy, work/life balance, on-the-job conflict mediation, and math assessment/placement.
- Upcoming Outreach Events
 - November 2, 2016: CPN Full Network Meeting
 - November 9, 2016: CPN Basic Math Refresher and Assessment Workshop
 - November 9, 2016: Diversity Task Force Meeting
 - November 29, 2016: A Day In The Life Of A Union Tradesperson Networking Event
 - November 2016: MGM Springfield Construction Outreach Session – Scope TBD
 - November 21, 2016: CPN Launch with local union partners and city/state officials
- Workforce Diversity Statistics - Union: As of 10/27/2016
 - Women: 7.74% (Goal: 6.90%)
 - Minority: 32.50% (Goal: 15.30%)
 - Veteran: 8.30% (Goal: 8.00%)
- Workforce Diversity Statistics: As of 10/27/2016 (Total On-site Workforce)
 - Women: 9.47% (Goal: 6.90%)
 - Minority: 26.04% (Goal: 15.30%)
 - Veteran: 9.32% (Goal: 8.00%)
- Workforce 3-Month Look Ahead
 - Work in Progress - Water/Sewer/Gas/Electric Infrastructure
 - Work in Progress – Garage Foundations
 - Work in Progress – Underground MEP for Garage
 - Work in Progress – Hotel-Podium Foundations
 - Work in Progress – Generator Switch Gear Area
 - Work in Progress – Underground MEP Hotel Podium
 - Work in Progress – Armory – Interior Demo

- Work in Progress – Concrete Slab on Grade for Podium
- Work in Progress – Pre-cast Garage Elements
- Work in Progress – Steel Erection Hotel Podium
- Nov 2016 – Demo of 95/101 Pedestrian Bridges
- Nov 2016 – Temp Heating
- Dec 2016 – Interior Fitout of 95 State
- Dec 2016 – Spray Fireproofing
- Dec 2016 – Concrete Slab on Metal Deck
- Dec 2016 – CEF Masonry
- Jan 2017 – Garage Interior MEP
- Design & Construction Commitments: Through 10/31/2016
 - WBE: 13.8% (Goal: 10.0%)
 - MBE: 6.6% (Goal: 5.0%)
 - VBE: 6.5% (Goal: 2.0%)
- Design & Consulting Commitments: Through 10/31/2016
 - WBE: 13.8% (Goal: 10.0%)
 - MBE: 11.7% (Goal: 5.0%)
 - VBE: 4.6% (Goal: 2.0%)
- Construction Commitments: Through 10/31/2016
 - WBE: 13.8% (Goal: 10.0%)
 - MBE: 5.5% (Goal: 5.0%)
 - VBE: 6.9% (Goal: 2.0%)

Committee Member Comments and Discussion

11:06 am

- A committee member recognized MGM Springfield for keeping and exceeding their goals, particularly for minorities. He also stated that it is impressive, especially with the new and diverse companies coming in to work.
- A committee member asked about the number of Springfield residents among the workforce.
 - MGM's Director of Pre-Construction referred him to the footnotes on slide 26 in the presentation.
- A committee member asked why union members were being referred to pre-apprenticeship programs.
 - MGM's Diversity Specialist said that the statement was a misprint, and it was only non-union workers referred to pre-apprenticeship programs.

Wynn Boston Harbor

11:10 am

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 10/31/2016
 - MBE: 8.9% (Goal: 7.9%)
 - WBE: 5.0% (Goal: 10.0%)
 - VBE: 6.4% (Goal: 1.0%)
- 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 Hispanic American Institute.
- 10/14: Hispanic American Institute quarterly meeting.
- 10/27: Trade Partnership series completed. 12 M/W/VBEs graduated and will be assigned mentors from the Suffolk executive team.
- Construction: M/W/VBE Participation – Awarded contracts as of 10/31/2016
 - MBE: 4.1% (Goal: 5.0%)
 - WBE: 3.5% (Goal: 5.4%)
 - VBE: 4.1% (Goal: 1.0%)
- Construction: Workforce Participation – As of 10/31/2016
 - Minority: 22.5% (Goal: 15.3%)
 - Women: 6.5% (Goal: 6.9%)
 - Veteran: 5.3% (Goal: 3.0%)
- 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.
 - 10/14: Massachusetts Women’s Veteran Job Fair.
 - 10/19: Massachusetts Girls in Trades Working Group – Alumni Engagement.
 - 10/24: Chinatown Career Fair.
 - 10/24: Statewide Veteran Services Officer Conference.
 - 10/26: Policy Group on Tradeswomen’s Issues.
 - 10/26: Massachusetts Jobs and Workforce Summit.
 - 10/31: Metro North Regional Employment Board.

Committee Member/Community Comments and Discussion **11:25 am**

- A committee member asked if there could be a Wynn site tour for the AOC.
 - Wynn’s Project Manager said she would speak with her team about organizing a visit.
- A committee member commented that it’s never too early to get people ready for the upcoming application process for the trades.
 - Wynn’s Project Manager said that they would mention that in ongoing communications and meetings.

Additional Discussion Topics **11:30 am**

- Director Griffin mentioned a construction diversity marketing and recruitment campaign being developed by MGC staff and an AOC subcommittee. She said that the goal was to impact the number of women in the trades, and more details would be shared at the MGC Open Public Meeting on Thursday, November, 10th.

- In light of Veterans Day, Commissioner Stebbins spoke about the references to prioritizing veterans and veteran-owned businesses in the Expanded Gaming Law and the upcoming events being held in honor of veterans. Commissioner Stebbins also thanked MGM Springfield and Wynn Boston Harbor, and Plainridge Park Casino for attending the VSO training in Leominster last month. Commissioner Stebbins also spoke about an MGC video being put together to highlight the veterans involved in the casino construction.

Meeting Adjourned

11:35 am

| Committee Members and Supporting Committee/Staff | <u>Attendees</u> Members of the Community and Guests | Remote Attendees |
|---|---|-------------------------|
| Jill Lacey Griffin | Haskell Kennedy | Keith Greenaway |
| Bruce Stebbins | Jeff Hayden | Mary Vogel |
| Ed Bedrosian | | |
| Joseph Delaney | | |
| Brian McPherson | | |
| Shelley Webster | | |
| Jennie Peterson | | |
| Ny Mahasadeth | | |
| Hadley Price | | |
| Eddie Corbin | | |
| John Perez | | |
| Nader Acevedo | | |
| Denise Jordan | | |
| Jason Rosewell | | |
| Chelan Brown | | |
| Seth Stratton | | |
| Maureen Carney | | |
| Jason Garand | | |

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated November 3rd, 2016
- September 13th, 2016 & October 11th, 2016 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated November 8th, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: October 27th, 2016

- Wynn Boston Harbor Access & Opportunity Committee Monthly Update October PowerPoint Presentation dated November 8, 2016
- Wynn Boston Harbor – Construction Workforce Diversity As of October 31, 2016