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## Access and Opportunity Committee Meeting Minutes

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**Date/Time:** December 12, 2017 – 10:30 a.m. – 12:30 p.m.

**Place:** Sheet Metal Workers' Local 17 Training Center  
1181 Adams Street  
Dorchester, MA

**Committee Members Present:**

Chair Jill Lacey Griffin

Commissioner Bruce Stebbins

Nader Acevedo

Chelan Brown

Eddie Corbin

Kate Harrison

Susan Moir

John David Perez

Jennie Peterson

Mei-Ling Rodriguez

Jason Rosewell

Elizabeth Skidmore

Joseph Truschelli

Shelley Webster

**Call to Order**

10:39 a.m. Chair Jill Griffin called to order the Access and Opportunity Committee Meeting.

**Approval of Minutes**

10:39 a.m. A motion was made and seconded to approve the minutes of the Access and Opportunity Committee (“AOC”) meeting held on November 14, 2017. The minutes were approved by committee members unanimously.

**Wynn’s Report**

10:40 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 November 30<sup>th</sup>. She noted that the WBE

Saam Architecture had partnered up with Jacobs and they had a new VBE, Erik Rueda Design Lab. Ms. Peterson said that they are an M/VBE that manufactures furniture out of Chelsea, MA. Wynn had discovered this company through working with the Chelsea Chamber of Commerce. Wynn ending up placing purchase orders with Erik Rueda Design Lab for a number of custom-made conference room tables. When presenting Wynn's Workforce Participation numbers, Ms. Peterson said that as of November 30<sup>th</sup> they have completed about 1.4 million workforce hours by about 3,200 workers.

- 10:47 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 on-site sub-contractors reminders are sent to all union walk-on applicants as well. They are also continuing their meetings with union business agents and training directors to work on taking in more apprenticeship workers. On November 2<sup>nd</sup> there was a Career Center Quarterly Update, which allowed Wynn to get the word out about apprenticeship opportunities. On November 8<sup>th</sup> Wynn gave their Construction Labor Report Update to labor legislators. Through those reports they were able to see who has played a key role. Additionally, the Apprenticeship Open House was held at JATC 17 on November 16<sup>th</sup>. Ms. Peterson then turned the presentation over to Shelley Webster to speak to the union check-in meetings mentioned previously. Ms. Webster said there were three meetings held with roofers/slaters, bricklayers and painters. She said the roofers/slaters and bricklayers are willing to take applicants out of period, however the painters could improve their female and veteran representation. The painters want to bring in more workers, particularly veterans and women. Ms. Webster added that she had conducted interviews at Building Pathways and there was a woman who she had interviewed who was not accepted into Building Pathways. Ms. Webster made a call on her behalf to a glazing company to recommend her for employment and she is now employed as a glazer.
- 10:55 a.m. Susan Moir wanted to point out that for NCTE referrals, it is important for women to have six months of recent work history as construction career is not a good "first Job". This ensures the individual knows how to show up on time and work with others. She added that NCTE has adopted best practices and people should be utilizing NCTE to implement those best practices. Shelley Webster echoed that remark and spoke about the launch of NCTE's "Build a life that works" campaign that was also held at JATC 17 on November 16<sup>th</sup>, immediately following the Apprenticeship Open House. She wrapped up that portion of the update talking about the Apprenticeship Week Appreciation Lunch, which was held on site at Wynn on November 17<sup>th</sup>.
- 11:00 a.m. Jennie Peterson continued their presentation giving an update and showing photos of the current construction on the site and recent events. She noted that the glass curtain wall is going up on the project. The barge is operating 24 hours a day dredging contaminated debris in the water. The hotel project is on floor 16 of 27 with a pace of about one floor each week. The interior/finishing trades are starting to ramp up. Additionally, she said the Labor Projection numbers are ramping up. The turnstile reports indicated that they have about 1,200 workers on site per day

with every trade being represented on the project. She expects those numbers to grow to 1,300 workers by next summer. Ms. Peterson emphasized the importance of Wynn's partnership with the unions. Ms. Peterson and Shelley Webster then moved on to present and discuss the Workforce Report. They pointed out that they had a strong performance from their sub-contractors and that corrective action meetings were held when necessary.

11:08 a.m. Susan Moir wanted to emphasize that through NCTE an email blast can be sent out regarding work opportunities. Weezy Waldstein added that she is working with Suffolk Construction on an effort to get community members into construction careers. John Perez also added that through NCTE and Suffolk there will be ways to find out about work opportunities on upcoming construction projects in the Boston area; a future pipeline will be in place. Susan Moir brought up an article she read in the Boston Globe regarding a lack of diversity in the Seaport neighborhood of Boston. The conversation then shifted back to Wynn's Workforce Report. There was a conversation regarding companies that had lower diversity numbers and what was being done to improve them. Both Jennie Peterson and Shelley Webster assured that there had been several compliance meetings with those companies and they were working all of the channels. In certain cases those meetings were elevated to Peter Campot, Director of Construction for the project and in one case Jill Griffin had also been in attendance. Susan Moir asked whether or not MGC has the authority to put those companies in check. Liz Skidmore asked if there were any future contracts with those companies to keep them in check. Jennie Peterson said that they are always looking for ways to enforce or encourage best practices. Elizabeth Skidmore also congratulated them on meeting their goals but did point out that it looks like women may be laid off.

11:17 Jill Griffin asked a question about a particularly challenging company, and whether or not it was regionally related. For example, one company was lacking numbers at Wynn but doing well at MGM in Springfield. Jason Rosewell from MGM had reason to believe that it is in fact regionally related and gave an example of a different company that was lacking numbers at MGM but doing extremely well at Wynn.

11:20 Weezy Waldstein asked a questions about a job fair that was some time ago at Everett High School. She said about 700 attendees from that job fair left their contact information for Wynn and should be notified of the career opportunities in construction. Jennie Peterson responded the contacts have been added to the distribution list to receive the monthly notifications regarding union application timelines and other opportunities. She added that the data had all been hand written -they translated it as best that they could.

## **MGM's Report**

11:23 Chair Jill Griffin turns the meeting over to Chelan Brown who reviews outreach to 11 new MBE,WBE and VBE companies followed by an update regarding the Community Partners Network (CPN): The CPN Work Readiness Team partnered with other CBO's for outreach for a work readiness seminar held on Nov 8<sup>th</sup> by MGM. CPN volunteers continue to outreach to increase local and diverse applicant

representation into the unions. The Advocacy Team is continuing to work with Baystate Medical Center for a final workforce and procurement diversity policy; continuing to meet with union business agents and union apprentice directors to learn more about the apprentice programs and encourage unions lacking diversity to open up new apprenticeship cycles. The membership team recruited two new community based organizations to join CPN. CPN is continuing to outreach to increase union applicants as well as following up and tracking existing union applicants. CPN also partnered with the Minority Business Alliance and MGM Construction to provide capacity building and technical assistance for minority owned companies and contractors. On Nov 20, 2017 CPN Executive Team met to discuss CPN infrastructure, fiscal sponsorship, issues with advocacy for diversity in construction.

11:33 Jason Rosewell pointed out that the CPN is working to meet the diversity goals on other projects not just the MGM Springfield project. Chelan Brown added that MGM continues work to refer and track new diverse union applicants; four newly identified union members looking for work were identified through outreach. These individuals will be shared with GC's and subcontractors looking for union workers. Additionally four new diverse individuals put in union apprentice applications this month; they will work with the CPN work Readiness Team to track application outcome. Chelan indicated that MGM met with the two community based organizations that become official members of the CPN: Minority Business Alliance and Pioneer Valley Project.

Chelan reviewed additional diversity work including Tishman construction's ongoing monthly meetings with the Pioneer Valley Building Trades and the New England Regional Council of Carpenters to go over project status, upcoming work and workforce requirements. A PLA meeting was held on November 2, 2107. Tishman sends a monthly letter identifying unions who's members are underrepresented by minority, women and veterans. Tishman also requests that every union provide their membership diversity composition to help improve workforce projects and address any anticipated deficiencies.

11:39 Chelan Brown reviewed diversity events; she indicated that MGM FFE/OSE Procurement team was in Springfield on Nov. 2<sup>nd</sup> and hosted the following events: the 2017 Business West Expo, with an information session on MGM Procurement processes and met with area businesses; meeting with the Black Leaders Alliance co-hosted by State Rep. Bud Williams and the MGM Corporate Procurement Team; they had good discussions at a meeting with the Latino Chamber and the Hispanic American Chamber Institute.

11:44 Chelan Brown reviewed additional events including Nov. 3<sup>rd</sup> when the MGM Springfield Procurement Team met with West of Springfield Chamber of Commerce Board and also hosted the MassGaming Vendor Advisory Taskforce.

John Perez mentioned that he was pleased to learn that MGM would accept syndication of a few companies partnering to deliver on one contract. Kate Harrison of NCTE highlighted a Tradeswomen Tuesday event where 12 tradeswomen showed up and now have agreed to be part of a speakers bureau.

Susan Moir urged members to go to Facebook (BuildALifeMA), Instagram and like and share the events to get the word out to women who might be interested in a career in the construction trades.

11:51

Jason Rosewell highlighted that Tishman Construction hosted Thanksgiving lunch for all the MGM Springfield workers on the site on Nov. 16. He then gave thanks to Chelan Brown and the MGM team for all their dedication and hard work regarding diversity. Rosewell pointed out that the project is 6-7 months away from substantial completion. Commissioner Bruce Stebbins mentioned that he hoped that the diversity legacy of the project will live on. Rosewell pointed out that the piece that goes away when the project is completed is scalability.

Rosewell reviewed the *Workforce Diversity Statistics for union tradespeople only*, as of Nov. 30, 2017 indicating that the project was exceeding goals in all categories: Women project to date 7.68% (goal 6.90%); Minority project to date 23.02% (goal 15.3%); Veteran project to date 9.74% (goal 8.00%).

Rosewell also reviewed the *Workforce Diversity Statistics- TOTAL* as of Nov. 30, 2017 which included Women project to date % 8.87% (goal 6.9%), Minority project to date 21.83% (goal 15.3%); Veterans project to date 10.11 % (goal 8.00%). He also reviewed the current status of the project including interior fit out of 95 State Street, garage interior MEP, and scaffolding at 55 State Street. Rosewell also highlighted the three month look ahead mentioning that after Dec 15 they could no longer do work in the ground so goal is to get the exterior façade and windows enclosed.

12:02

Commissioner Bruce Stebbins commented on his recent visit and tour of the project site.

Jason Rosewell reviewed Design and Construction Payments through Oct. 31, 2017. WBE (project goal 10%) 62 companies payments totaling 51.1 M (17.2%); MBE (project goal 5%) 35 companies payments totaling 51.1 M (17.2%); VBE (project goal 2%) payments \$17.7M (4%). Jill Griffin inquired whether the design work was complete; Rosewell responded that the design and consulting is substantially complete at this point.

He also highlighted Design and Construction Commitments as of Nov. 30, 2017 including WBE commitments totaling \$93.91 M or 19.1% of project (goal 10%); MBE commitments totaling \$41.55 M or 8.5% of project (goal 5%); VBE commitments totaling \$32.27M or 6.6% of project (goal 2%).

12:08

Jason Rosewell reported that the project totaled 1.7 Million workforce hours. He additionally commended the work of Mei-Ling Rodriguez of Tishman Construction and Chelan Brown. John Perez questioned the diversity of Grovsky Company. Chelan Brown explained that Grovsky relies on the plumbers and pipefitters union which does not open a new application period until this summer. Rosewell highlighted the difference in the Western MA economy and explained unions are reluctant to take in too many workers as the true crux is what's next (work after the MGM project)? Discussion began regarding female construction workforce in painting (Superior Calking); Rosewell indicated that female

representation in the painters union appears to be a statewide issue although not an issue in Las Vegas.

12:18 Susan Moir expressed concern that the percentage of females is trending downwards and may continue that trend. Rosewell pointed out that the month to month trend has actually increased but agreed that the female project to date percentage has gone down. Rosewell disagreed that that trend will continue. He indicated that they are working hard and continue to meet with both the unions and subcontractors regarding the goals. Susan Moir mentioned a meeting with the City of Springfield to discuss a disparity study that will recommend workforce goals (likely no change to the 6.9% female goal).

12:22 Jill Griffin recognized Joe Trucelli of MA Dept. of Veterans Services who highlighted a work Opportunity Tax Credit for hiring veterans. He also mentioned that they are in the final stages of rolling out certification program for business that hire veterans. The goal is to help small businesses and contractors. Companies will be able to apply online thru the Mass DVS website for a certificate indicating they are an employer that is “vet friendly”. Trucelli indicated that women veterans are the fastest growing population in MA.

12:28 Liz Skidmore announced that she has NCTE flyers and brochures to share after the meeting.

12:30 Jill Griffin adjourned the meeting.