



**MassGaming Access and Opportunity Committee
Meeting Minutes**

December 13, 2016, 10:30 am – 12:30 pm

The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

Call to Order/Introductions **10:38 am**

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

Approval of the Minutes **10:41 am**

Minutes unanimously approved

Reports:

Wynn Boston Harbor **10:49 am**

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 11/30/2016
 - MBE: 8.8% (Goal: 7.9%)
 - WBE: 4.9% (Goal: 10.0%)
 - VBE: 7.2% (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 the Hispanic American Institute
 - Planning for Furniture, Fixtures, and Equipment (FF&E) outreach event – January 12, 2017
 - Circulated communication regarding preference for Veteran-owned businesses
 - Assigned Suffolk executive mentors to Trade Partnership Series graduates
- Construction: M/W/VBE Participation – Awarded contracts as of 11/30/2016
 - MBE: 5.5% (Goal: 5.0%)
 - WBE: 3.4% (Goal: 5.4%)
 - VBE: 5.7% (Goal: 1.0%)
- Construction Workforce Participation: (As of 11/30/2016)
 - Minority: 23.6% (Goal: 15.3%)
 - Women: 6.5% (Goal: 6.9%)
 - Veteran: 5.4% (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
 - Launched Veterans Appreciation and Recognition safety meeting segment and Veterans Helmet program
 - 11/7: Job-site veterans appreciation
 - 11/9: Chelsea Soldiers Home Veterans Expo
 - 11/15: Regional Career Centers, Regional Employment Board
 - 11/15: PGTI Women in Apprenticeship celebration
 - 11/17: Job-site Women in Apprenticeship Day celebration
 - 11/22: Massachusetts Girls in Trades Alumni Working Group
 - 11/30: Massachusetts Girls in Trades Board Meeting
 - 11/30: Greater Boston Veterans Collaborative
- Construction Workforce: Projected Labor Schedule
 - Numbers through April are actuals- number of on-site workers
 - Wynn's Project Manager provided highlights relevant to the stages of construction beginning December 2016 through June 2019

Committee Member Comments and Discussion

11:14 am

- A committee member responded to an inquiry relating to recruitment and informed the group that workers can come from areas such as pre-apprenticeship programs, training programs, building trades unions, and information sessions at career centers. These groups combined with other factors drive the demand for workers.
- A committee member inquired about food trucks on Wynn's Everett project site. Wynn expects food trucks on site in the next couple of months when the workforce expands.
- A community member asked how many of the 12 who graduated from Suffolk's Trade Partnership Series mentor program have been hired by Suffolk. Suffolk informed the group that at least half of the graduates have been hired or have opportunities.
- A committee and Policy Group on Tradeswomen's Issues (PGTI) member provided a HIPP (High Impact Poor Performance) analysis on the construction and trade union data presented by Wynn. The committee member noted that two of the five high performing contractors are out of compliance as it relates to female participation goals and although there are minority and women numbers supporting skilled labor, the workers are being paid at the lower wage category.
- During the HIPP analysis, a committee and PGTI member pointed out to the group that when veteran numbers increase, minority numbers decrease urging the licensees to monitor this phenomenon.
- Regarding underperforming contractors, a committee member suggested for Suffolk, Wynn, and MGM to set up meetings with the training trustees, contracting representatives, and business agents to address underperformance. In addition, the committee member suggested discussions can be held with the Sheet Metal and Air

Conditioning Contractors' Association (SMACNA) who have relationships with union sheet metal and air conditioning contractors.

- A committee member inquired about Wynn's projections on workforce numbers relative to the current goals. Wynn's project manager informed the group the licensee's plan to address variances by setting diversity expectations up front in the pre-construction process with contractors S & F Concrete and Liberty Construction.

MGM Springfield

11:55 am

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations
Jason Rosewell, Executive Director of Design and Construction

- Outreach to MBE, WBE and VBE Companies
 - Met with 4 companies, 3 MBE and 1 VBE
- Community Partners Network (CPN)
 - November 2, 2016: Met with MGM Springfield construction team, which was attended by 14 community partners
 - MGM Springfield team shared current diversity workforce numbers to date with the network and upcoming scopes of work and trades expected to be on the job in the upcoming months.
 - CPN steering committee gave an update on the CPN Launch on November 21, 2016.
 - CPN Sub-Committees/Action teams gave updates on their work
 - MGM gave an update on the diversity task force meeting and next steps
 - Review of upcoming CPN 2017 training calendar
 - Review of 2017 Union apprenticeship enrollment/application dates
 - Startup CPN Membership Team:
 - Finalized the directory of Community Partners Network- includes organizations, individuals, and services being offered
 - Directory with CPN partnering organizations is available on the MGM Springfield website and will be available on the CPN website
 - Working on drafting CPN organization membership application
 - Advocacy Team:
 - Advocacy meeting to work on identified CPN Advocacy priorities, including construction diversity
 - Reached out to local general contractors (GC) and construction projects in the region to discuss diversity hiring and contracting
 - Ongoing meetings with Baystate Medical Center on the \$29M construction expansion to ensure the inclusion of diversity requirements and that best practices are shared on the project
 - Defining Our Success Team:
 - Archiving and collection of success stories; this month focused on identifying MGM Springfield's December 2016 union diversity success story
 - Working closely with the union applicant committees to track

- applicants in unions, apprenticeship programs, and regional job sites
 - Basic Eligibility Screening Team:
 - Following up with the union eligible/union ready referrals in the network database
 - Work Readiness Team:
 - Looking at 2017 CPN training calendar to finalize trainings and workshops/seminars; Setting a goal of 1 work readiness activity per month for 2017
- Union Partnership & Outreach
 - MGM conducting ongoing meetings and discussions with local trade unions to include: assistance with targeted diversity recruitment; check-in meetings with all business managers to review scope against diversity requirements
 - Unions partnering with upcoming new union apprentice enrollment events; building relationships at local outreach events involving community partners
 - Sharing the MGM labor pool of diverse union members with business managers
 - MGM Springfield diversity & public relations team collaborating with PVBT & Carpenters Union #108 for outreach campaign
- 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:
 - 3 new union members identified through outreach and added to the MGM Springfield available labor pool list that was shared with Tishman Construction and MGM Springfield Sub-Contractors
- Other Diversity Work & Outreach/Events
 - November 2, 6, 9, & 11, 2016: Tishman Construction & Putnam Vocational Academy Student Construction Program on site tour and classroom experience
 - November 21, 2016: Western Mass. Community Partnership Network launch
 - Attended by over 75 community organizations, unions, employers, and diverse union construction workers
 - Union Representatives signed a Partnership Pledge to continue the work of diversifying construction workforce that will expand beyond the MGM Springfield project
- Upcoming Outreach Events/Dates
 - Upcoming Diversity Outreach Work:
 - December, 2016: Community Partners Network Meetings
 - December, 2016: Diversity Task Force Meeting
 - December 5, 2016: MGM Springfield Construction
 - Outreach Session: Misc. Metals & Food Service Equipment
 - December 12, 2016: MGM Springfield Construction Outreach Session: Stone/Tile/Carpet & Millwork
 - December 14, 2016: Minority Construction Contractors of Connecticut Annual Holiday Meeting and MGM Construction presentation

- December 15, 2016: Greater Hartford Urban League Minority Student Construction Program Meeting
 - December 15, 2016: Young Hispanics Entrepreneurs Annual Meeting
 - December 16, 2016: U.S. Small Business Administration Small Business Contracting Workshop
 - January, 2016: Kick off to Day In The Life Of A Union Tradesperson Networking Event
- Outlook/Diversity Outreach for 2017
 - MGM working with business managers concentrating on diversity
 - Looking at apprenticeship support and retention program
 - Site walks- mentoring and monitoring subs
- Diversity Success Stories
 - MGM Springfield union construction worker December 2016 highlight: Contina McCormick, apprentice for Operating Engineers #98
- Union Construction Workforce: Through 11/30/2016
 - Women: 8.54% (Goal: 6.90%)
 - Project to Date increased by 1% since last month
 - Minority: 31.10% (Goal: 15.30%)
 - Veteran: 8.33% (Goal: 8.00%)
 - Total Construction Workforce: Through 11/30/2016
 - Women: 10.05% (Goal: 6.90%)
 - Minority: 25.33% (Goal: 15.30%)
 - Veteran: 9.41% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead: workers will be out of the ground in December due to cold weather
 - Work in Progress – Water/Sewer Infrastructure
 - Work in Progress – Garage Foundations, 3rd of the way through the garage
 - Work in Progress – Underground MEP for Garage, most of work will halt during winter months
 - Work in Progress—Systems Separation 95/101 State
 - Work in Progress—Hotel-Podium Foundations, 95% complete with concrete poured
 - Work in Progress—Generator Switch Gear Area
 - Work in Progress – Underground MEP Hotel Podium
 - Work in Progress – Concrete Slab on Grade for Podium, close to 85% complete
 - Work in Progress – Pre-cast Garage Elements, 2600 pieces currently erected
 - Work in Progress – Garage Erection
 - Work in Progress – Steel Erection for Hotel Podium
 - Dec 2016—Temp Heating, concrete curing areas kept above 40°
 - Dec 2016—Interior Fitout of 95 State, modified/demoed 17 buildings on site
 - Dec 2016—Scaffolding
 - Dec 2016—Spray Fireproofing
 - Dec 2016—Concrete Slab on Metal Deck
 - Dec 2016—CEF Masonry

- Jan 2017—Garage Interior MEP, Sprinklers, Storm
- Feb 2017—Building Enclosure
- Feb 2017—MEP Distribution for Podium
- Design & Construction Commitments: Through 11/30/2016
 - WBE: 16.8% (Goal: 10.0%)
 - MBE: 7.9% (Goal: 5.0%)
 - VBE: 5.8% (Goal: 2.0%)
- Design & Consulting Commitments: Through 11/30/2016
 - WBE: 13.8% (Goal: 10.0%)
 - MBE: 11.6% (Goal: 5.0%)
 - VBE: 4.6% (Goal: 2.0%)
- Construction Commitments: Through 11/30/2016
 - 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’s Executive Director of Design and Construction provided highlights by referring to the total Employee Count and M/W/B hours for Unions

Committee Member Comments and Discussion

12:25 pm

- A committee and PGTI member provided a HIPP (High Impact Poor Performance) analysis on the diversity reports presented by MGM. The committee member reiterated the data presented is not statistically significant, but is only indicative of trends/future performance.
- A committee and PGTI 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 and do not reflect the monthly goals.
- In reference to the trend lines for both MGM and Wynn, a committee and PGTI member informed the group that the monthly hours were taken off the reports as the numbers were not always accurate and made the chart harder to read. Additionally, the committee member reiterated to the group that PGTI will provide trend lines at every meeting.
- A committee and PGTI member sited to the group the trend of minority hours lagging behind the veteran numbers within MGM’s Workforce Diversity reports.
- Wynn and PGTI members will convene separately to discuss the distribution list of upcoming work and apprenticeships with a follow up at the next MassGaming AOC meeting.
- A community member asked whether the commission will consider maintaining an access and opportunity committee during the process leading up to permanent jobs or oversight of diversity within permanent jobs. MGC’s Commissioner indicated that the commission has not made that decision and it involves further discussion amongst all the commissioners and MGC’s Director of Workforce, Supplier and Diversity Development.

Additional Discussion Topics**12:38 pm**

- Director of Workforce, Supplier and Diversity Development provided an update pertaining to an advertising and recruitment campaign presently open to women and specifically women of color.
 - There are two RFPs
 - One went to marketing/advertising companies on state contracts
 - Responses are due December 19th for entities that act as navigators to help women and people of color through the various requirements of the union building trades programs
- MGC's Commissioner announced the agency's decision to allocate up to \$400k from the Community Mitigation Fund to mitigate the strains resulting from both projects.
 - Governmental agencies are eligible, \$200k for each region
 - Mitigation applications are due in February

Meeting Adjourned**12:44 pm**

Attendees

Committee Members and Supporting Committee/Staff

Jill Lacey Griffin
Bruce Stebbins
Joseph Truschelli
Chelan Brown
Jason Rosewell
Beverley Johnson
Nader Acevedo
John David Perez
Ny Mahasadeth
Liz Skidmore
Susan Moir
Mary Vogel
Brian McPherson
Shelley Webster
Jennie Peterson
Lisa Clauson

Members of the Community and Guests

Emily Earll
Maggie Drouineaud
Iliana Panameño
Weezy Waldstein
Gregg Moree

Remote Attendees

Maureen Carney
Fiore Grasseti
Seth Stratton

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated December 13, 2016
- November 08, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update November PowerPoint Presentation dated December 13, 2016
- Wynn Boston Harbor – Construction Workforce Diversity Date Range: 9/2015 – 11/30/2016
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated December 13, 2016
- MGM Springfield Workforce Diversity Report (By Company & Union) As of: November 30, 2016
- MGM Video Featuring Contina McCormick
- Building Career Opportunities for Women and People of Color November 2016
- PGTI Trend lines Charts for Wynn Boston Harbor and MGM Springfield Diversity Goals as of 11/30/2016