



Access and Opportunity Committee Meeting Minutes

Date/Time: February 13, 2018 – 10:00 a.m. – 12:09 p.m.

Place: New England Carpenter’s Training Center
750 Dorchester Ave.
Dorchester, MA 02124

Committee Members Present:

Joseph Delaney

Jill Griffin

Crystal Howard

Nader Acevedo

Chelan Brown

Andrew DeAngelo

Emily Earll

Priscilla Flint-Banks

Tom Flynn

Keith Greenaway

Kate Harrison

John David Perez

Liz Skidmore

Shelley Webster

A list of all committee members is available to the public by request.

Call to Order

10:14 a.m. Chair, Jill Griffin, called to order the Access and Opportunity Committee Meeting. In an opening statement, she addressed the purpose and function of the Access and Opportunity Committee, (“AOC”) directing the conversation to remain focused on the construction diversity and progress toward project goals. Ms. Griffin instructed anyone with questions or an interest in the allegations raised against Steve Wynn to review the transcripts from the MA Gaming Commission’s public meetings on January 31 and February 7.

Approval of Minutes

10:15 a.m. Approval of the minutes was withheld until more committee members arrived, due to the usual meeting time changing from 10:30 am.

10:29 a.m. The committee voted to approve the AOC minutes of the meeting held on December 12, 2017, with one correction. They also approved the minutes from the January 9, 2018 meeting unanimously.

Host Welcome

10:16 a.m. Tom Flynn, the new Executive Secretary-Treasurer for the New England Regional Council of Carpenters, was introduced by Liz Skidmore. Mr. Flynn provided his industry experience and background, beginning in 1987 when he joined Local 67. He discussed some recent beneficial industry changes, including consolidation from four carpenters locals to two, an updated compensation structure providing incentive to hire apprentices, and an increase in apprenticeship numbers overall (with 1800 members now.) Mr. Flynn stated that the carpenters union is participating in the new Omni hotel construction, one of the largest City of Boston projects emphasizing diversity in a considerable amount of time. He also noted that he has a son working on the Wynn project with S&F Concrete. Mr. Flynn closed by commending Liz for the work she has been doing on behalf of women in the trades.

REPORT: Wynn Design/Construction Activity –Shelley Webster, Diversity Consultant/In Order Business Solutions; Emily Earll, Project Controls Manager for Suffolk Construction

10:32 a.m. Ms. Webster presented an overview of Wynn’s diversity status for the construction phase, construction progress and their outreach update. The construction diversity numbers were generally well above the company’s stated goals, with the exception of the overall workforce participation goal for women, coming in just under the 6.9% goal at 6.8% for the month of January. Wynn has met with several companies to determine what factors may have been involved and received an overall response that weather impedes consistent work levels, bringing all workforce numbers down, including women. They also recieved feedback that apprenticeship impacts hours because of class time. Another aspect was that there is significant evidence of higher turnover for women. In an attempt to counteract the turnover rate, Wynn has implemented a monthly “women’s lunch” which was very well-received, creates a network and builds relationships between women on the project who are often very spread out and disconnected from each other due to the large site.

Ms. Webster said that corrective action meetings continued in January to dial in on the importance of meeting diversity goals, and that several companies had added additional workers over the course of the month to comply.

A concern was raised about the ability of one particular union being able to get their minority numbers up, despite that their new applicant pool has 400 minorities out of the 650 who have recently applied to join. The concern was that these individuals would not be able to get through training and on-site in time to have an impact on the diversity goals. Ms. Webster said Wynn and Suffolk would look into the potential for a program to address this concern at the director’s meeting upon Jennie Peterson’s return.

Ms. Earll provided an update on the project status. At this time, they are pouring concrete for the tower’s 20th level, have begun installing the casino’s curved escalators and are paving at the front of the job site. There are between 1,200 and

1,200 employees on site per day and they're running three shifts, six days per week.

A brief discussion ensued regarding particular companies and contractors that were coming in significantly under their diversity goals and not being addressed. Ms. Webster noted that these were specialty trades with significant limitations. Liz Skidmore elaborated on one in particular union, Local 4, stating they require a bit of expertise from every trade in order to do their job, making the skills required very different. They are working with the union, subcontractors and Building Pathways to communicate and recruit women, but the women currently available are limited.

Joe Delaney discussed his experience with construction project management and the tendency for contracts to be backloaded, cautioning Wynn (and MGM, as well) to be prepared for subcontractors to be unavailable or unable to utilize staff as planned, causing the subcontractor to fail to meet goals. Ms. Webster expressed interest in best practices and suggestions from Mr. Delaney's experience, but noted that initially Wynn was tracking diversity goals monthly and are now looking weekly to try to tackle issues as soon as possible. She will continue dialogue with companies to have them consider their replacement plans. Ms. Webster stated that at this point, only one contractor has fully completed their work on the project and while they tracked as projected, they were below the goal because slurry work tends to be traditionally low in availability of diverse labor.

REPORT: MGM Design/Construction Activity – Chelan Brown, Diversity Specialist, Construction & Labor Operations

11:22 a.m. Ms. Brown opened her presentation with updates on the company's outreach activities, then discussed the labor pool and union partnerships. In January, five new union members were added to the project, three of which qualified towards the diversity goals. She also stated that over 450 apprentices have worked on the MGM site.

The presentation included the diversity numbers for design and construction overall, as well as payments and commitments, all of which were above target. A total of 41 companies on the project are MWVBE at this time. Ms. Brown stated that, to date, they are over 90% bought out for the project. Major milestones for the project includes installation of carpet, and the arrival of the casino floor and gaming tables beginning in April.

MGM continues discussions with companies and unions to ensure that diversity numbers which begin to decline are addressed.

Mr. Delaney offered the same cautionary warning to MGM as he did for Wynn regarding the potential for backloading. Ms. Brown said that she understood the importance, as one of the large contracts they thought was committed had fallen apart, and so Brian (Packer) was working on negotiations with another company, which happens to be minority-owned.

11:55 a.m. Ms. Skidmore stated the importance of thinking about diversity for the casino maintenance crews, as the project shifts over to operations and permanent jobs. She also stated that renovations often come up quickly and similar plans should be in place for the diversity of those crews. Ms. Griffin stated that the Commission was already in discussion about the topics, and that the change in the law allowing certain jobs to be considered exempt from the licensing regulations would help with the diversity initiatives. She stated the Commission was meeting on February 22 to vote on the registration exemptions for Service Employees.

11:59 a.m. Ms. Skidmore brought up recent national data that shows that cumulatively, women are working half the hours that men are working on construction projects. This means they're brought on to the team later, are leaving the site earlier or starting their day later. She stated that if this is also the case for both Wynn and MGM, taking action to ensure those issues are fixed will help both projects to increase their numbers.

She also reiterated (from the January meeting) the importance of the effort to get the Responsible Employer Ordinance passed in Springfield and encouraged as many people as possible to attend the upcoming hearing. Ms. Skidmore stated that the disparity study is already complete, so the hearing is the next step in ensuring more permanent gains.

Schedule for 2018 – Jill Griffin, MGC

12:04 p.m. Ms. Griffin provided a schedule of dates and locations for the 2018 MGC AOC meetings, noting potential venue change for May and/or July, and looking for suggestions for December. There was no opposition to the proposed schedule.

New Business/Announcements –

12:04 a.m. Ms. Skidmore announced that the dates for Tradeswomen Tuesdays had been set and that Kate Harrison would email updated flyers to the committee.

Ms. Griffin reminded the committee that all AOC meetings are now at 10 a.m.

12:09 p.m. A motion was made to adjourn. Motion passed unanimously.

List of Documents and Other Items Used:

1. Massachusetts Gaming Commission (MGC) Access and Opportunity Committee (AOC) Notice of Meeting and Agenda dated February 8, 2018
2. MGC AOC Draft Meeting Minutes from December 12, 2017 and January 9, 2018
3. January 2018 Wynn Boston Harbor AOC Report (ppt)
4. 2-3-18 MGM Springfield AOC Presentation (pdf)
5. MGM Springfield Access and Opportunity trendline Jan 2018 (pdf)
6. Wynn Everett Access and Opportunity trendline Jan 2018 (pdf)