



Access and Opportunity Committee Meeting Minutes

Date/Time: April 10, 2018 – 10:00 a.m. – 11:58 p.m.

Place: Sheet Metal Union | Local 17- Auditorium
1181 Adams Street
Dorchester, MA 02124

Committee Members Present:

Joseph Delaney
Jill Griffin
Crystal Howard
Enrique Zuniga
Nader Acevedo
Eddie Corbin
Emily Earll
Tim Fandell
Keith Greenaway

Kate Harrison
Susan Moir
John David Perez
Jennie Peterson
Mei-Ling Rodriguez
Jason Rosewell
Liz Skidmore
Mary Vogel
Shelley Webster

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

Call to Order

10:18 a.m. Chair, Jill Griffin, called to order the Access and Opportunity Committee Meeting.

Approval of Minutes

10:19 a.m. The committee voted unanimously to approve the AOC minutes of the meeting held on February 13, 2018.

REPORT: Wynn Design/Construction Activity – Jennie Peterson, Project Manager; Shelley Webster, Diversity Consultant/In Order Business Solutions

10:21 a.m. Ms. Peterson provided an update on Wynn’s current construction progress and diversity status. The total qualified construction spend with minority, women and veteran owned business is approaching \$1.2 billion, and as of March 31 there were almost 4,400 workers on the site and the only construction diversity goal not attained was for the women on the site, coming just under goal at 6.8%.

An outreach update was also provided, and Ms. Webster discussed ongoing recruitment and engagement strategies, including pre-graduation interviews that

were conducted at Building Pathways. Susan Moir brought up a conversation she'd had with a training director for the insulators union about lack of influence during the apprenticeship selection process, which was scheduled for the week after the meeting. Ms. Moir charged the Commission and Wynn with identifying the trustees prior to selection and urging them to ensure diversity is considered when selecting candidates. She noted that there would be 4-5 female applicants this round.

Guest Speaker- Tim Fandel, Plumbers Local 12 Business Agent

10:40 a.m. Tim Fandel was invited to speak at this time, and stated that Local 12 was also currently conducting interviews and had over 450 applicants for the program. They can only take 40. Mr. Fandel reported that the breakout on the applications was around 85 minorities, 25 women and many residents. He indicated that Suffolk and Wynn had been fantastic partners with excellent communication and direct engagement. Mr. Fandel said that the process is worth noting, referring to the Department of Labor requirements. He stated that the licensing process is different than basic trades, with mandated hours required at various points and a test at the end of the 5-year program. There are also CORI checks, which tie in with the state's oversight. The licensing is done by the Plumbing Board.

Maggie Drouineaud commented that the Local 12 has been a good partner and very supportive.

REPORT: Wynn Design/Construction Activity (continued) – Jennie Peterson, Project Manager; Shelley Webster, Diversity Consultant/In Order Business Solutions

10:54 a.m. Ms. Peterson continued her presentation about community outreach, highlighting Wynn's involvement in the March Girls in Trades event with over 450 women and 60 educators/counselors in attendance. She noted that almost all of the trades were present. Additionally, Wynn held their second Tradeswomen Luncheon on the casino site, with over 80 women attending. Topics of discussion at the event included safety and inclusion, and a questionnaire was distributed requesting feedback about what the women like about working on this site, and why they think women are less abundant in the trades. Wynn also held their first Vendor Fair.

Mary Vogel was interested in how Wynn would respond to some of the feedback provided on the questionnaires at the luncheon, especially the issues of childcare and addressing unwelcome behavior of males on the site. Ms. Peterson and Ms. Webster stated that there is a specific hotline for anonymously reporting any safety issues, including sexual harassment, and that they hear very frequently from women on the site that there is a climate of tolerance and support. They acknowledged that the childcare issue was a barrier and a work in progress, but the events like Tradeswomen Luncheon encourage women to share personal experiences and describe their solutions with one another. Ms. Vogel noted there was a committee working towards a solution to the childcare issue, and Ms. Webster requested to be on that committee.

Wynn continued their presentation with the construction update, stating they were now on the 36th floor, landscaping projects had begun and there were 1,400 – 1,500 people on the site daily.

While reporting on their workforce numbers, Wynn’s team noted that there were 120 women on the site in March and commended their high-impact subcontractors, while noting which subcontractors made large improvements in their diversity goals.

REPORT: MGM Design/Construction Activity – Jason Rosewell, Executive Director of Design and Construction; **Mei-Ling Rodriguez (TITLE?)**

11:22 a.m. Mr. Rosewell and Ms. Rodriguez reported that Chelan Brown was unavailable, but they were standing in for her. Mr. Rosewell opened the presentation with updates on the company’s outreach activities, and noted that the Community Partners Network is in the process of obtaining a 501c3 designation, so they’re very focused on organization and developing leadership right now.

Mr. Rosewell said it was noteworthy that at this point in the project, there are individuals who are now journey people, who began the project as apprentices. Currently, they have had over 450 apprentices on the site to date, a majority of which are diverse. A video was shown highlighting an 18-year old apprentice for the carpenters union.

The presentation continued providing a project update for MGM. Slot machines have been loaded onto the casino floor, landscaping has begun and the trailer demobilization is set for next month so that the DaVinci Park build can get underway. There are 800 on site at the moment, and the decline in workers and hours will be consistent, as the project is on track for open in September.

Discussing the workforce diversity of MGM Springfield, Mr. Rosewell said that the project is at just about 2 million man hours to date, reporting 8.86% women, 21.43% minority and 9.6% veteran hours over the course of construction. Mr. Rosewall and Ms. Tishman reported that both painting and elevator diversity numbers have increased, and that they continue to work with subcontractors who are under goal to ensure the project finishes on target for diversity goals.

New Business/Announcements –

11:51 a.m. Kate Harrison notified the group about updates made to the Build A Life website. There are now 3 different forms under the “Contact Us” section, including one for industry partners. She encouraged everyone to go to that form and sign up to receive information. Additionally, she invited interested parties to attend the Tradeswomen Tuesday event, which will also be held in Springfield from 4-6pm the same night at the next AOC meeting.

11:58 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 April 5, 2018
2. MGC AOC Draft Meeting Minutes from February 13, 2018
3. Wynn Boston Harbor AOC Monthly Update April 2018 (ppt)
4. April 10, 2018 AOC MGM Springfield Presentation (pdf)
5. MGM Springfield Access and Opportunity trendline April 2018 (pdf)
6. Wynn Everett Access and Opportunity trendline April 2018 (pdf)
7. YouTube Video: <https://www.youtube.com/watch?v=ybgQspM8JFo>