



Access and Opportunity Committee Meeting Minutes

Date/Time: May 8, 2018 – 10:00 a.m. – 12:08 p.m.

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

Committee Members Present:

Joseph Delaney
Jill Griffin
Crystal Howard
Ed Bedrosian
Nader Acevedo
Deb Boronski
Chelan Brown
Lisa Clauson
Eddie Corbin
Jose Delgado

Emily Earll
Jason Garand
Kate Harrison
Susan Moir
Jennie Peterson
Jason Rosewell
Liz Skidmore
Joseph Truschelli
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

10:20 a.m. The committee voted unanimously to approve the AOC minutes of the meeting held on April 10, 2018.

REPORT: MGM Design/Construction Activity – Chelan Brown, Construction Diversity Manager; Jason Rosewell, Executive Director of Design and Construction;

10:22 a.m. Ms. Brown and Mr. Rosewell opened the presentation with updates on the company's outreach activities, and mentioned that June and July appreciation events are currently being discussed. Additionally, they noted that overall, the project was trending on schedule and the diversity goals were coming in on target.

10:27 a.m. A video was shown highlighting a female laborer from S&F Construction and her experience on the MGM project.

10:28 a.m. The presentation continued, providing the current data on construction diversity goals, as well as a project update for MGM. Mr. Rosewell stated that the property should receive their Temporary Certificate of Occupancy (TCO) 90 days from the meeting. He listed the daycare build, security/surveillance and interior finishes as all in progress, stated that the trailer demobilization has begun, and indicated that the cinema and retail Fit Out will start in June. Mr. Rosewell spoke of traffic problems around the site that have been brought up in the community, but explained that utilities, gas, roads and other issues that could be done throughout the city at the same time are being addressed, so as not to have further roadwork construction once the casino has opened.

Mr. Rosewell stated that to date, the project has made \$420 million for design and construction payments. All diversity goals for the payments had been met. The existing commitments are all above goal for the remainder of the project.

10:40 a.m. Susan Moir discussed reviewing the ceiling and the floor work, as she had concerns about the core crew. She noted that a floor covering outfit had said women can't do this kind of work, and needs some pressure put on. There was a conversation about a woman who had been available for the work and offered to the company, but not taken, although Mr. Rosewell and others indicated that there had been some internal problems with that individual's work on other areas of the site. Lisa Clauson agreed with Mr. Rosewell, but said the tradeswoman had done very well in her last role with another contractor, and that in either case, they do have other women available. Ms. Brown noted that Tishman is in conversations with the subcontractor, and will ensure they get the message. Mr. Rosewell emphasized that MGM has taken the diversity initiative very seriously, but he also now has to focus on quality and performance, especially doing all of the front of the house work. Ms. Moir commended him and MGM for their efforts, and stated that they must fight to the very end, and do so by ensuring apprentices are still working on FOH.

10:52 a.m. Liz Skidmore inquired whether Mr. Rosewell has any sense of renovations planned for operations. Mr. Rosewell admitted he is not yet thinking about "Day 2" projects, and is focused on reaching the finish line for the project at hand. He did indicate that he will be managing the continuation of projects after opening day.

REPORT: Encore Design/Construction Activity – Jennie Peterson, Director of Employment; Shelley Webster, Diversity Consultant/In Order Business Solutions

10:55 a.m. Ms. Peterson opened by announcing the official name change of the Everett project to Encore Boston Harbor.

Ms. Peterson stated that, as of end of April, 23.2% and \$14.2 million in design contracts had been awarded to MBE, VBE and WBE. The total of 7.8% women was below their 10% goal, but she stated it does continue to move up, and the Paid to Date contract data seems to be in line with their goals. She also noted that construction reached a milestone of over \$2 billion and of that, 16% had been awarded to MBE, VBE and WBE businesses. Operations diversity data was coming in at just below the goal for women on the site with 6.8% of workforce

being female vs. 6.9%. Overall, Ms. Peterson noted that the project to date has been on target, but that Encore is encouraged by seeing April goals on target, too.

11:03 a.m. Ms. Webster provided an outreach update and said that union walk-on applicants and subcontractors have been actively utilizing the walk-on list, which she felt was positive. Encore had explored some Tradeswomen Luncheon feedback, which has been mostly positive, but they received some notice of individuals who did not feel it was fair; they wanted to attend. Encore has decided they will continue the format, ensuring that they are keeping the event within the strict 30 minute-standard lunch break.

11:12 a.m. An emergency alarm went off and the meeting was on hold while the building was evacuated.

11:43 a.m. Individuals were allowed to return to the building and the meeting continued.

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

11:43 a.m. Ms. Peterson continued her presentation about community outreach, highlighting the Building Pathways graduation, and indicated that two of the female graduates have been offered apprenticeships.

Ms. Webster provided a construction update, stating they held a Topping-Off Ceremony the prior week, and that the concrete was now complete up to the 27th floor. Glasswork is ongoing and some of the first rooms were being complete on the 5th floor. The harborwalk's decorative work has also begun and landscaping is arriving for that. The project is right in its peak of labor projections, meaning the next 3-4 months will see extremely high volume of workers on site- about 1500-1600 per day. They noted that corrective actions are ongoing, and that while apprentice directors are invited to the meetings, they're not attending.

11:57 a.m. Susan Moir indicated that the painters and carpenters have many opportunities to bring in apprentices, and to urge them to continue to do so. She also suggested that when the subcontractors say they don't have diversity, they should write to the apprenticeship boards and say what they need, and copy Jennie. Additionally, Ms. Moir discussed the apprenticeship selection committee process and reiterated from prior meetings that the "old way" is who you know or are related to. She said that the trustees may need a push from the commission to look at all candidates.

12:00 p.m. The committee had a brief discussion regarding contractors with declining diversity numbers for women and how this is a common issue of women being laid off toward completion, and not staying on until end of project

New Business/Announcements –

12:06 a.m. Kate Harrison notified the group that Tradeswomen Tuesday was that evening at Scibeli Center and invited all to attend.

12:08 p.m. A motion was made to adjourn the meeting. 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 May 2, 2018
2. MGC AOC Draft Meeting Minutes from April 10, 2018
3. Encore Boston Harbor April 2018 AOC Report (pdf)
4. Encore MasterWFSummaryCombinedApril2018 (pdf)
5. May 8, 2018 AOC MGM Springfield AOC Presentation (pdf)
6. 4-30-18 MGM April Workforce Diversity Reports (pdf)
7. MGM Springfield Access and Opportunity data April 2018 (pdf)
8. Encore Everett Access and Opportunity data April 2018 (pdf)
9. YouTube Video: MGMSF Diversity_ Noelia Machado_REV2 (via Dropbox)