



---

## Access and Opportunity Committee Meeting Minutes

---

**Date/Time:** May 9, 2017 – 10:30 a.m. – 12:30 p.m.

**Place:** Springfield Technical Community College  
Scibelli Hall, Building 2, Rooms 703/704  
1 Armory Square, Springfield, MA

**Committee Members Present:**

Chair Jill Lacey Griffin

Commissioner Bruce Stebbins

Catherine Blue

Paul Connelly

William Curtis

Joseph Delaney

Nader Acevedo

Chelan Brown

Maureen Carney

Lisa Clauson

Eddie Corbin

Jason Garand

Fiore Grassetti

Kate Harrison

Mike Langone

Susan Moir

John Perez

Jennie Peterson

Jason Rosewell

Liz Skidmore

Joseph Truschelli

Mary Vogel

Shelley Webster

**Call to Order**

10:44 a.m. Chair Jill Griffin called to order the Access and Opportunity Committee Meeting. All committee members in attendance introduced themselves and their organizations.

**Approval of Minutes**

10:46 a.m. The minutes of the Access and Opportunity Committee (“AOC”) meeting held on April 11, 2017 were approved by committee members unanimously.

10:48 a.m. Jill Griffin turned it over to Catherine Blue who provided an update on the Service Employee Registration discussion that was held at the April 27, 2017 Commission Meeting. She gave a general overview of what was discussed and said for those interested, the transcript and meeting packet are available on the Mass Gaming Commission (“MGC”) website. She added that the comment period is open and encouraged people to submit them. Ms. Blue said it will be discussed again at the May 25<sup>th</sup> Commission Meeting in Springfield. She said that it’s a difficult issue and that MGC is trying to get as much information as possible.

## **MGM’s Report**

10:50 a.m. Jill Griffin then turned the meeting over to MGM and Chelan Brown, Diversity Specialist, Construction and Operations. Ms. Brown began their presentation with their update on outreach. She noted Minority Business Enterprise (“MBE”), Women Business Enterprise (“WBE”) and Veteran Business Enterprise (“VBE”) outreach to a list of diverse construction, supplier and design/consulting companies. She then talked about the collaboration with Community Partners Network (“CPN”), noting the April 5 Meeting. Training and work readiness was the topic at the meeting. They are also finalizing the 2017 CPN Workplan. She gave updates on each of the teams within CPN noting that the Action Team recently had a Membership Drive and information night. Ms. Brown also spoke about a few events and tours they’ve had recently: The Western MA Girls in Trade event on April 13<sup>th</sup>; the site tour with Community Partner Association of Black Businesses and Professionals on April 25<sup>th</sup>; and on April 26<sup>th</sup> there were two events: the Putnam Vocational Academy and Tishman Construction/MGM Mentoring Program Update; and Smith Vocational High School site tour with Local 104.

11:03 a.m. Ms. Brown then shifted to other ongoing diversity work. She mentioned the Union Construction Worker office hours and ads and flyers which promote them. She then presented a video featuring Reggie Cole, owner of C&C Contractors, LLC, a certified MBE. It focused on MGM’s local diversity work.

11:06 a.m. The presentation was then turned over to Jason Rosewell who provided the diversity statistics for the Unions as of April 28<sup>th</sup>. He acknowledged all of the hard work from the many partners and gave kudos to the Unions and specifically to Jason Garand, an AOC Member from Carpenters Local 108. In the three month look-ahead he said they are continuing work on the garage and he went over the ongoing phases of the project and what’s coming up in the next phases.

11:12 a.m. Commissioner Stebbins recognized MGM’s Diversity Outreach Efforts along with CPN, adding that the work will be shifting from exterior to interior. He asked if they saw anything alarming in the look-ahead with that shift. Jason Garand said that they are fully committed to changing the entire industry and that it only begins with MGM. He said they have a great partnership and high quality players. Chelan Brown added that they are focusing on MGM and by doing so, that would advance the conversation to other jobs and projects. She said that MGM has monthly meetings with Tishman and all of the players are present. Fiore Grasseti (Pioneer Central Labor Council, Ironworkers Local 7) added that there will be an ability to place workers after the MGM project. He said this is an opportunity to expand business as a whole in Massachusetts.

- 11:18 a.m. The presentation then continued with Jason Rosewell going over the Design and Construction and Consulting Commitment numbers, pointing out the diverse construction companies. He then went through the workforce data, praising the companies with the best diversity efforts.
- 11:23 a.m. Jill Griffin then opened the meeting up to questions and comments. A few committee members expressed concern over the WBEs, especially as it relates to the shift in work on the project. Jason Rosewell said that they're working on it and ramping up and will get the numbers where they need to be. Commissioner Stebbins asked how much design and consulting work is left. Mr. Rosewell replied that in the next month or so they will see it level out. Commissioner Stebbins added that it would be good to tailor their report as such.

### **Wynn's Report**

- 11:34 a.m. 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, Contracts Awarded and Outreach efforts for both Design and Construction. As far as outreach, Wynn is still sending out bi-weekly email communication to local Chambers of Commerce, Wynn/Suffolk sub-contractor and supplier database, and diverse business group partners: Supplier Diversity Office, GNEMSDC (Greater New England Minority Supplier Development Council), Mass Minority Contractors Association, Center for Women & Enterprise and the Hispanic American Institute. Ms. Peterson presented Wynn's update on M/W/VBE Construction and Workforce Participation. She provided and reviewed the MBE, WBE and VBE participation numbers and mentioned that they are now exceeding all of their goals.
- 11:41 a.m. Shelley Webster (Suffolk Construction) went on to talk about the Construction Workforce Outreach efforts. She said there is ongoing outreach and work with community partners and Career Centers, including monthly reminders about Building Trades Apprentice Application Opportunities. She noted they also have had walk-on applicants. Ms. Webster and Ms. Peterson went over all of the outreach events in April, including: the Building Pathways Graduation on April 7<sup>th</sup>; the Western MA Girls in Trade Event (along with MGM) on April 13<sup>th</sup>; and the awarding of the Quarterly Diversity Recognition to J. Derenzo Co. for outstanding efforts in meeting and exceeding their diversity goals. Ms. Peterson added things have been ramping up with YouthBuild and Building Pathways, such as monthly site tours with Everett High School students and interviews with Building Pathways. Wynn has also reached out to Suffolk Downs track workers. Ms. Webster wrapped up that portion of the presentation by speaking again about the J. Derenzo recognition and award and saying that they have been working to incentivize other companies to put forth their best practices. Ms. Peterson stressed that they will be on-going/continued best efforts.
- 11:55 a.m. Jennie Peterson went through current photographs of the site depicting the various phases of construction. She said the garage levels are coming together, as well as the elevator core. They are working on the shoreline and the concrete and now the steel/façade is starting to take shape. She noted a couple of status milestones: in

June the hotel structure will be complete to the third floor; and by December 2018 the structure of the tower will be complete to the 27<sup>th</sup> floor. In Brian McPherson's absence, Shelley Webster wrapped up the presentation by going through the Workforce Data, highlighting the contractors with the best diversity efforts. When the presentation was opened up to questions/comments, there was both recognition and praise offered regarding meeting their goals and their efforts to do so. However, committee members expressed concern about lower numbers when it came to groups like iron workers, minorities and women. Ms. Peterson stated they do have some smaller size crews and even though it is on-going work, it is a bit harder to meet those goals given the size of some crews. She also said that in those situations corrective action meetings have been held. When asked if they were identifying specific contractors ahead of time, Ms. Peterson said that they suggest to Unions to put their request in to benefit the most from the numbers. She mentioned specifically Local 103.

### **Additional Discussion Topics**

- 12:24 p.m. Jill Griffin then moved to the last Agenda item regarding the Vendor Registration Process through Mass Gaming Commission ("MGC"), introducing Paul Connelly, Director of Licensing. Mr. Connelly summarized by saying that initially anyone who wanted to do business with the casinos or licensees in Massachusetts needed to register with MGC. That has since changed and as a result there has been a shift in the numbers seeking registration; the numbers are declining. He said MGC has gotten rid of fingerprinting for Non-Gaming Vendors and instituted the *de minimis* exemption, which clarifies that everyone is required to register, but if an applicant is going to be doing less than \$10,000 worth of business with a casino, then they can petition their registration.
- 12:32 p.m. Jill Griffin announces the next AOC Meeting will be June 13th at Everett City Hall again, with a Wynn site tour prior to the meeting beginning at 9:00am. She then turns the meeting over to Liz Skidmore to talk about the Construction Diversity Marketing and Recruitment Campaign Update. Liz again introduces the Marketing Campaign for Northeast Center for Tradeswomen's Equity, which is focused on minority women. She spoke of the meetings they have had with the marketing company KHJ and introduced Kate Harrison, who they hired as a pipeline navigator. Ms. Harrison will be fielding the intake from the campaign. Kate Harrison then introduces herself and talks about her background and her office hours in Springfield.
- 12:42 p.m. The meeting adjourned.

### **List of Documents and Other Items Used:**

1. Massachusetts Gaming Commission Access and Opportunity Committee Notice of Meeting and Agenda dated May 9, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated April 11, 2017
3. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated April 2017

4. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 4/27/17
5. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated May 9, 2017
6. MGM Springfield Workforce Diversity Report (by Company and by Union) as of April 28, 2017
7. MGM video featuring Reggie Cole
8. Massachusetts Gaming Commission Statement of Casino's Business Relationship with Non-Gaming Vendor form (Revised: January 27, 2017)