



Access and Opportunity Committee Meeting Minutes

Date/Time: June 13, 2017 – 10:30 a.m. – 12:30 p.m.

Place: Everett City Hall
484 Broadway
Everett, MA

Committee Members Present:

Chair Jill Lacey Griffin
Chairman Steve Crosby
Commissioner Bruce Stebbins
Nader Acevedo
Chelan Brown
Eddie Corbin
Kate Harrison
Beverley Johnson
Susan Moir
John Perez
Jennie Peterson
Mei-Ling Rodriguez
Jason Rosewell
Liz Skidmore
Shelley Webster

Call to Order

10:46 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

10:50 a.m. After some discussion about additional comments that should be included in the May 9th Minutes regarding apprenticeships with sub-contractors, the Minutes from the Access and Opportunity Committee (“AOC”) meeting held on May 9, 2017 were approved by committee members unanimously.

Wynn’s Report

10:51 a.m. Jill Griffin 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, Shelley Webster mentioned they are finalizing their bi-weekly email communication and giving final notice 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 went on to say that they are focusing on FF&E and mill work now and have sent requests for those workers. She went through all of the events that they had in May, including the Hispanic American Institute Quarterly Breakfast on May 19th and the Massport Diversity Summit held on May 23rd. Shelley Webster added that they are still looking for participation there. There was also an annual gathering of the Northshore Latino Chamber of Commerce on May 24th. Ms. Peterson presented Wynn's update on M/W/VBE Construction and Workforce Participation. She provided the participation numbers and reviewed the contracts awarded as of the end of May. A question was asked regarding whether companies have multiple contracts and she said that there are several and the company Broco Oil came to mind.

- 10:59 a.m. Jennie Peterson 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 Apprenticeship Application Opportunities. They are continuing referrals for job seekers to apprenticeships and sub-contractors. Shelley Webster started going over all of the outreach events in May, including the YouthBuild OSHA Stand Down event in Roxbury, which involved contributing to the building of a house in Roxbury. As a result of that event they realized the Indian population participation numbers are low, so they will collaborate with them to get those numbers up.
- 11:03 a.m. Shelley Webster mentioned the Ironworkers Female Apprenticeship Opportunity event on May 31st and introduced Kevin Collins, who was there to represent the Ironworkers Local 7 in Boston. Mr. Collins introduced himself and explained how he has been working closely with Suffolk and Ms. Webster on this project for a year and a half and went over what their goals are within the union. When asked how long he would be on the site, Mr. Collins answered until the end.
- 11:09 a.m. Jennie Peterson then showed various photos of the recent events including: the OSHA Stand Down, the Veteran Job Fair and the Massport Diversity Summit. She also showed current photos of the site, pointing out various structures. She said the key activities are concrete and iron work. She said the garage levels are coming together, as well as the foundation work in the concrete podium. She added the Central Facilities plant is now weather tight. She said by June 2018 both the curtain wall and the Central Facilities Plant will be complete.
- 11:15 a.m. Both Jennie Peterson and 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 shared recognition concerning the lower plasterer and cement numbers. When asked why that is Ms. Webster said it's because they are not on the job yet. When asked about the process about addressing issues like these, Ms. Webster said they have monthly meetings with business agents and these kinds of issues get reported in those meetings. She said that many companies have had the same numbers since

they arrived. She said they ask them to let them know when the numbers change, but some companies (usually highly specialized trades) haven't brought on other people; it's been the same people on the job from the start. Ms. Peterson added that they are paying attention to those numbers and addressing issues with those companies.

- 11:32 a.m. When the meeting was opened up to discussion from the rest of the committee and community members the following things/concerns/suggestions were addressed:
- Using the High Impact Performers Analysis to present Wynn's Diversity Workforce Report
 - The low diversity numbers in apprenticeships: this is a regional issue and was discussed at length. Jason Rosewell suggested there be a succession plan and that they are trying to facilitate a conversation with business agents to achieve compliance, but it goes beyond that. He said the problem is that the business agents don't know when the next big job is coming and suggested they have a succession plan to map out where the work is coming from and where it is going. He added that there are challenges like these everywhere noting an example in Las Vegas. There was a suggestion from a community member to bring the business agents and the apprentice directors together.

MGM's Report

- 11:56 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 companies. She then provided an update on the Community Partners Network ("CPN"), noting the new membership of the People of Color Coalition in Springfield. She went on to say that they need to reach out more when it comes to membership. She provided an update on the Advocacy Team, noting the Baystate Medical Center project. She then went on to give updates on the Work Readiness/Union Referral Team and who is eligible/non-eligible.
- 12:02 p.m. Chelan Brown went on to talk about the Diversity Task Force (Team of 4 Union Members and 4 CPN Members) Meeting on May 10th. She said they are still in the beginning stages but are committed to keeping it going. She then mentioned a Trades Union Meeting on May 25th noting that there were new business agents there. She talked about the CPN and Union Partnership Pledge and the members' commitment to both the pledge and the task force. She said there was a Union and CPN Information Night on May 31st where the importance and benefits of joining a union were stressed. The four unions represented were: Carpenters, Plumbers, Sheet Metal Workers and Ironworkers.
- 12:09 p.m. Chelan Brown provided an update on union outreach. She said they saw the need to meet one on one outside of MGM and business agents and have larger union meetings. Jason Rosewell added that the focus would be on paying it forward for the next project.

- 12:12 p.m. Ms. Brown then shifted to other diversity work and outreach events. She mentioned the Building Pathways Program Site Tour on May 5th – 8th and the Chicopee Comprehensive High School Student Site Tour on May 23rd and 25th. She mentioned a few other examples of ongoing diversity work and then showed a video featuring father/daughter teams on the job.
- 12:20 p.m. The presentation was then turned over to Jason Rosewell who provided both the union and total diversity statistics as of May 31st, noting they are meeting/exceeding their goals. In the three month look-ahead he said they are working on getting things enclosed. He said the garage pre-cast is done and the garage elevators are going up. He added the interior framing is going up and overall it is starting to take shape. In the projected labor schedule he said they are doing very well and are still on target for a September 2018 opening. He said they are working with companies to be compliant and that they want to recognize the best not the worst efforts. He noted that Mike Langone (Plumbers & Pipefitters Local Union #104) has been doing a fantastic job with union compliance.
- 12:31 p.m. Jill Griffin announces the next AOC Meeting will be July 11th at Springfield Technical Community College and the meeting adjourned.

List of Documents and Other Items Used:

1. Massachusetts Gaming Commission Access and Opportunity Committee Notice of Meeting and Agenda dated June 13, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated May 9, 2017
3. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated May 2017
4. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 5/31/2017
5. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated June 13, 2017
6. MGM Springfield Workforce Diversity Report (by Company and by Union) as of May 31, 2017