



**MassGaming Access and Opportunity Committee
Meeting Minutes**

June 14, 2016, 10:30 am – 12:30 pm

The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

Call to Order/Introductions **10:39 am**
The meeting was called to order by MassGaming’s Director of Workforce, Supplier and Diversity Development, Jill Griffin. Committee member and guest introductions followed.

Approval of the Minutes **10:47 am**
Minutes unanimously approved.

Request for Public Comment **10:48 am**
Dir. Griffin mentioned a request for public comment regarding updates to diversity reporting has been posted on the MGC website.

Reports:

Wynn Boston Harbor **10:51 am**
Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation – Awarded contracts as of 5/31/2016
 - MBE: 8.1% (Goal: 7.9%)
 - WBE: 4.1% (Goal: 10.0%)
 - VBE: 6.6% (Goal: 1.0%)
- Design & Construction Outreach
 - Ongoing engagement with local Chambers of Commerce and diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women and Enterprise, and the Hispanic American Institute.
 - Finalizing a bi-weekly notification of upcoming bid packages, contract awarding, subcontractors to be contacted.
 - Held Mobile Food Service informational session for local and M/W/VBE vendors interested in providing on-site food during construction.
 - A Suffolk Construction representative highlighted events attended, including the June 8th MassPort Diversity Summit, and June 22nd Supplier Diversity Regional Series at the Reggie Lewis Center. The representative also mentioned the 5th Suffolk 8-week contractors training program opening for enrollment on July 12th.

- Construction: M/W/VBE Participation – Awarded contracts as of 5/31/2016
 - MBE: 4.2% (Goal: 5.0%)
 - WBE: 2.5% (Goal: 5.4%)
 - VBE: 0.3% (Goal: 1.0%)
- Construction Workforce: (As of 5/31/2016)
 - Minority: 15.9% (Goal: 15.3%)
 - Women: 7.8% (Goal: 6.9%)
 - Veteran: 9.0% (Goal: 3.0%)
 - A Suffolk representative mentioned that they have constant communication with subcontractors; the compliance expectations and requirements are explained before work begins and is ongoing.
- Construction Workforce Participation
 - Outreach and work with local community partners and career centers is ongoing.
 - 1-1 meetings underway with local Building Trades Business Agents and Apprenticeship Directors to discuss plans for meeting and exceeding local and diverse hiring goals
 - Exhibitor at the 2016 Massachusetts Women Veterans Conference.
 - Co-sponsor and organizer of the Massachusetts Girls in Trades Informational Career Evening held at the Carpenters Training Center in Millbury.
 - Exhibitor at The Urban League’s “Jobs Rebuild Boston” 5th annual community conference and career fair.
- Construction Look-Ahead
 - There have been requests for a 6 month construction look-ahead, but that will not be possible until the Chapter 91 ruling is made.

Committee Member Comments and Discussion

11:18 am

- A committee member suggested indicating the dates for the various awarded contracts to make it easier to track new contracts.
- A committee member asked if a brief summary on the process of companies and people going through pipeline could be included in future presentations.
- A committee member asked if a list of community partners could be included at every meeting to avoid redundancies of people suggesting partners who are already connected.
- A committee member asked if pre-construction work items could be listed on a timeline of upcoming work. A Suffolk representative responded that it will be included in the bi-weekly notifications.
- A committee member thanked the Suffolk representatives for their work and mentioned that they have received good feedback.
- A committee member mentioned the Building Pathways program application and that there was a Building Pathways info session held in Everett.
- A community member recommended that Wynn look into Boston Main Streets as a community partner. The community member also asked if there were disparities relative to specific trades in terms of reaching compliance. The community member

additionally asked if a Suffolk representative had spoken with unions and foremen in particular about the entrance of females workers in relation to sexual harassment. Wynn's development manager explained that everyone involved with the workforce is trained about harassment and the specific actions to be taken regarding it. The development manager also emphasized that it is not just top management, but everyone's responsibility to maintain a positive and safe environment. The development manager also said to refer to their spreadsheet to find the specific trades/companies that are behind in their numbers.

- A community member recommended that every project have a list of workers by trade, to be cross-referenced with lists that the unions have to promote access to union membership.
- A community member recommended that Wynn does not total M/W/VBE numbers as they are not typically totaled due to some individuals being double counted. Wynn's development manager said that they were aware that they are double counted and there were annotations, but going forward they will separate the numbers.
- A community member recommended that Wynn or Suffolk send congratulations to graduates from technical and vocational schools. Wynn's development manager responded that they have been in communication with all of those schools in the state, and appreciates the suggestion.

MGM Springfield

11:36 am

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations

Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- Outreach to MBE, WBE and VBE Companies
 - Identified new diverse companies in the area, added to database.
 - Recently met with Black Hawk Group dba. BHG, Betterman Construction, Inc., Bob's Swagg Tools, Malone Restoration, and Spafford Leasing.
- Outreach to local Community Group
 - Continued strong collaborations.
 - Slightly enhancing relationship with Westover Job Corp Light Industry Council, hoping to continue partnership with Women's Presidents Org., group of local women business owners.
- Community Partners Network
 - 3 new partners added, Training Resources of America, STCC Workforce Development Department, and Lighthouse, which services people with mental health issues.
 - 2-hour meeting on May 12th, attended by 19 community partners.
 - The partners participated in hands-on activities, discussed advocacy and ways to contribute to the network.
 - Discussed infrastructure, union and construction referral tracking system, union policies, diversity in construction advocacy plan.
 - Planning training workshops (including basic math, OSHA 10, workplace readiness, "Life of a Union Worker")

- Union Partnership & Outreach
 - Continuing targeted diversity recruitment and encouraging community partners to work with specific unions with specific diversity needs.
 - Meetings continuing about Parking Garage Apprenticeship Program.
- Union Referral System Update
 - 3 new diverse individuals were accepted into local trade unions.
- Outreach Events
 - May 4, 2016: Westover Job Corps Construction & Light Industry Council Kick-Off
 - May 11, 2016: Youth Build Springfield Construction Site Tour & Union Information Session
 - May 16, 2016: Women In Construction Career Forums
 - June 6th, 2016: Construction Subcontractor Informational Sessions: MEP/Electrical
- Upcoming Outreach Events/Dates
 - June 2016: Construction Diversity Task Force
 - June 2016: Community Partners Network Meeting
 - June 14-17, 2016: National Association of Minority Contractors (NAMC) Annual Conference in Atlanta, GA
 - June 22, 2016: Massachusetts Supplier Diversity Office Diversity Workshop Series, Reggie Lewis Center
 - June 2016 & Ongoing: One on One Diversity Kick-Off Meetings with New Subcontractors
- Union Construction Workforce: Through 5/30/2016
 - Women: 8.48% (Goal: 6.90%)
 - Minority: 39.98% (Goal: 15.30%)
 - Veteran: 7.33% (Goal: 8.00%)
- Total Construction Workforce: Through 5/30/2016
 - Women: 10.18% (Goal: 6.90%)
 - Minority: 28.95% (Goal: 15.30%)
 - Veteran: 9.31% (Goal: 8.00%)
 - Per a past suggestion, workforce residency data is included as a footnote on the slide.
- Workforce 3 – Month Look Ahead
 - Work in Progress – Water/Sewer Infrastructure
 - Work in Progress – Site Prep for Garage
 - Work in Progress – 73 State Street Support
 - Work in Progress – Temp Power Connections
 - Work in Progress—French Church Utilities and Foundations
 - Work in Progress—Trailer Site Complex
 - Work in Progress—Garage Foundations
 - Work in Progress—Vault V86 Relocations
 - Work in Progress—Union Chandler Façade Preservation/Demo

- June 2016—Systems Separation 95/101 State
- June 2016—73 State St. Demo
- July 2016—Hotel-Podium Foundations
- July 2016—Water Retention Basin
- July 2016—Generator Switch Gear Area
- Design & Construction Commitments: Through 5/31/2016
 - WBE: 16.0% (Goal: 10.0%)
 - MBE: 9.0% (Goal: 5.0%)
 - VBE: 5.3% (Goal: 2.0%)
- Design & Consulting Commitments: Through 5/31/2016
 - WBE: 10.3% (Goal: 10.0%)
 - MBE: 10.1% (Goal: 5.0%)
 - VBE: 2.9% (Goal: 2.0%)
- Construction Commitments: Through 5/31/2016
 - WBE: 17.8% (Goal: 10.0%)
 - MBE: 8.7 % (Goal: 5.0%)
 - VBE: 6.1% (Goal: 2.0%)

Committee Member Comments and Discussion

11:56 am

- A committee member asked about the goals of the Construction Diversity Taskforce versus the goals of the Community Partners Network. MGM’s diversity specialist responded that CPN’s main focus is the partners getting to know each other and having effective communication with unions, as well as reviewing their policies. MGM’s director of pre-construction also mentioned that community partners and union leaders are convening to dispel any myths and allow access to information.
- A committee member asked if these teams will continue past the construction phase. MGM’s diversity specialist answered that they are looking to transition these efforts to the long-term operational jobs.
- A community member raised some concerns regarding companies on the MGM Springfield Workforce Company Union Hours Diversity Report with 0’s for particular diversity numbers. The community member asked if MGM anticipates having similar number issues with other companies of those trades. MGM’s director of pre-construction responded that they have put steps in place to meet with unions and subcontractors with number deficiencies.
- A community member asked about the M/W/VBE participation in primes versus subcontractors. MGM’s director of pre-construction responded that there are no “primes”, just multiple subcontractors and subconsultants.
- A community member asked about how MGM monitors whether the workforce is indeed union. MGM’s director of pre-construction responded that there is a badge-punching system that monitors the workers entering site.

Casino Action Network Presentation

12:06 pm

- The Greater Four Corners Action Coalition executive director introduces the Casino Action Network and handed out a PowerPoint entitled “Community Needs – Casino Action Network”.
- The executive director stated that initial conversations with Wynn were fruitful, but there are concerns among community based organizations that the traditional routes of achieving diversity are not the most effective.
- The co-founder of the Black Economics Justice Institute and chair of the Boston Jobs Coalition explained that the Casino Action Coalition was started in 2013 and exists to make sure communities of color have their fair share of economic benefits from the casinos.
- A community organizer with the Somerville Community Corporation spoke of high numbers of minorities in the area, as well as high numbers of income inequality.
- The director of organizing of the Boston Workers’ Alliance stated that the casinos had originally proposed creating 1000 low-wage, part-time jobs that were not unionized, rather than good permanent jobs.
- A representative from the La Comunidad, Inc. in Everett cited that due to their advocacy, the casinos’ commitments to diversity and job quality were strengthened.
- A board member from the Everett Haitian Community Center said that despite efforts to collaborate and meet with Wynn, they find roadblocks to these efforts.
- The Greater Four Corners Action Coalition executive director stated the Casino Action Network’s requests, including that the hiring for all jobs match the regional diversity for people of color, requirements of the subcontractors to commit into writing a promise of indenturing three diverse apprentices, and regular face-to-face meetings between the casinos and the community.
- The co-founder of the Black Economics Justice Institute and chair of the Boston Jobs Coalition concluded with the Casino Action Network’s desire for a real partnership with Wynn and MGM for answers and solutions.

Committee/Community Comments and Discussion

12:18 pm

- An MGC commissioner asked Wynn about whether they have met with these community groups. Wynn’s development manager replied that they have met and followed up with community representatives and that the door is always open for conversation. Wynn’s development manager also cited their work with local career centers.
- Some community members stated that many have the sense that there is not a real partnership between Wynn and the communities and that they believe community partners could be engaged in better ways.
- A committee member raised concerns that Wynn was not taking an active enough role in helping non-union workers find union work on the Wynn site. Wynn’s development manager responded that they have encouraged the unions to take on these new workers. However, she emphasized that the unions do

require an application process and construction has largely not begun on the Wynn site, which affects the number of workers taken on.

- A committee member refuted the Casino Action Network's statements regarding the ability to achieve diversity on a union project and called on them to find common ground with the unions. She further cited the UMass project.
- A community member raised concern about the construction work opportunities for non-union, non-English speaking women. A committee member stated that in reality, construction workers will need to have English skills in order to safely work construction. A committee member mentioned some unions offer ESL classes. A Suffolk representative also mentioned that they continue to supply information for resources.
- Wynn's development manager re-emphasized that there are about 4000 upcoming permanent jobs that hold many opportunities, including those for people less skilled in English. Wynn will also offer ESL and citizenship classes.
- A community member mentioned that high quality jobs and racial equity were the themes at a recent national meeting about linking community development with health. He mentioned that Everett was invited to this meeting, in recognition that these are issues of high importance with the incoming casino.

Meeting Adjourned

12:34 pm

Committee Members and Supporting Committee/Staff	<u>Attendees</u> Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Marvin Martin	Maureen Carney
Stephen P. Crosby	Brother Lo	Reggie Nunnally
Shelley Webster	Bob Marra	Susan Rittscher
Jennie Peterson	René Mardones	Seth Stratton
Brian McPherson	Weezy Waldstein	
Yusef Liban	Gerly Adrien	
Lisa Clauson	Magalie Rowe	
Mark Erlich	Sarah A. Flint	
Priscilla Flint-Banks	Curtis Rollins	
Tameka Moss	Sondra Fabian	
Beverley Johnson	Mukiya Baker-Gomez	
Ny Mahasadeth	Malton Guardado	
Hadley Price	Ed Janus	
Brian Doherty		
Mary Vogel		
John Perez		
Nader Acevedo		
Joseph E. Delaney		
Mei-Ling Rodriguez		
Jason Rosewell		
Chelan Brown		
Bruce Stebbins		
Susan Moir		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated June 9, 2016
- May 10, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update May PowerPoint Presentation dated June 14, 2016
- Wynn Boston Harbor – Construction Workforce Diversity as of: May 22, 2016
- Suffolk Construction Information Packet
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated June 14, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: June 10, 2016
- Community Needs Casino Action Network PowerPoint Handout dated June 14, 2016