



Access and Opportunity Committee Meeting Minutes

Date/Time: July 10, 2018 – 10:00 a.m. – 12:00 p.m.

Place: Pioneer Valley Labor Council
640 Page Boulevard
Springfield, MA 01104

Committee Members Present:

Jill Griffin
Crystal Howard
Bruce Stebbins
Nader Acevedo
Chelan Brown
Lisa Clauson
Eddie Corbin
Fiore Grassetti
Kate Harrison

Kim Hokanson
Mike Langone
Jennie Peterson
Mei-Ling Rodriquez
Jason Rosewell
Liz Skidmore
Shelley Webster

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

Call to Order

10:08 a.m. Chair, Jill Griffin, called to order the Access and Opportunity Committee Meeting.

Approval of Minutes

10:09 a.m. The committee approved the minutes from both May 8, 2018 and June 12, 2018.

Introduction/ Guest Speaker – Fiore Grassetti; Business Manager, Ironworkers Local 7

10:11 a.m. Mr. Grassetti welcomed the committee to the labor hall on behalf of the ironworkers. He noted that he welcomes referrals from the committee to sit down with potentially interested candidates and talk about the trades.

10:13 a.m. Mr. Grassetti then introduced Mr. Langone, who stated that the Pioneer Valley Building Trades has 16 different trades under their umbrella. He stated that because of the MGM project, PVBT has taken well over 200 new people including minorities, veterans and women. He stated that they regularly meet with Tishman and the numbers show that those 200 came in as a definite result of MGM Springfield. He emphasized the need for people to continue to push for these

initiatives now that the project is winding down. Mr. Grassetti agreed saying it was important to get the rest of the state, and even the schools, to commit to these diversity requirements. He also commended Lisa Clauson for a great job working with Smith College to get a diversity plan in place there.

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

10:16 a.m. Ms. Brown began MGM’s presentation with an update on their outreach activities, and discussed the WBE and MBE companies that had re-engaged for additional work. She noted that the Community Partners Network met again on June 5 to continue work on their leadership structure. She stated that those on the CPN were essentially volunteers, and that the work being put in demonstrated a commitment to move the agenda forward that began with MGM.

Although the project is winding down, MGM s continuing referrals to the trade unions. Additionally a diversity task force meeting was scheduled for August 1, with stakeholders planning the same conversation Fiore had mentioned, to continue progress after the MGM project’s completion.

The team shared that Chief Global Diversity Officer, Phyllis James, was invited to the AOC meeting on Oct 9, where MGM will share their final diversity project numbers.

Ms. Brown said that MGM continues to review the labor pool, layoffs, and subcontractors looking for work, and that Tishman continues to facilitate PLA meetings and union meetings. Tishman has committed to remain a partner with MGM through the October closeout meeting.

MGM saw six new union members, and two new diverse individuals through apprenticeship in June, even with work declining.

10:25 a.m. Mr. Rosewell discussed MGM’s progress toward their overall workforce goals, which were all exceeding their mark, both by union and total. Mr. Rosewell expressed comfort with the fact that being 26 days from the TCO, they would have no issues continuing to exceed goals.

10:27 a.m Mr. Grassetti added that it was important to point out that the project is well above meeting the requirement for Springfield and Surrounding Community goals, as well.

10:28 a.m Mr. Rosewell continued the presentation with a project update. He stated the scaffolding was mostly down on the MGM site, which was a good indicator of how close to the final stage the project was. He also noted that finishing touches were being put on the garage and that food services were in the final throws, including the Employee Dining Room area. Mr. Rosewell described the project status as most things being “substantially complete” requiring just a few adjustments or final touches. He said that the cinema and retail fit out

were still in progress, and that the final clean would begin in several areas this month, as well as the exterior aging process, to make sure the building fits into the Springfield area around it. As far as workforce, Mr. Rosewell said that it was mostly electrical tradesworkers on the site at this point, but also some carpenter and laborers.

Mr. Rosewell said that MGM is at about \$160 million in total diversity spend on the project. Design and Construction payments, Design and Construction commitments, Design and Consulting as well as Construction commitments are all exceeding goals. At this point construction commitments exceed \$521 million.

10:36 a.m. MGM presented a video highlighting Elise Irish, owner of a design consultant firm on the project, Specs Design.

10:40 a.m. Ms. Brown showed the slides which listed the workforce diversity total hours broken down by union and overall total. Overall, the project to date totals show 8.59% women, 21.46% minorities and 8.93% veterans representing over 2.4 million hours. Ms. Brown and Mr. Rosewell expressed willingness to discuss what worked and what didn't over the project's lifetime, once it has reached completion.

10:44 a.m. Lisa Clauson stated that it would be useful for MGM and the committee or the Commission to work together and compile a short video about what the best practices were and how to manage oversight of this initiative, trying to provide documentation of the inner workings.

Mr. Grassetti stated he is still getting hours out of his tradesworkers and apprentices on the project, noting that one of the females who just started has been working on site.

Ms. Skidmore commended Mr. Rosewell on the work put in and achieving the goal, despite many believing the goal wouldn't be achieved. She stated that in terms of calling out best practices, the committee's activity and the behind the scenes work calls out the issue of the "core crew" historic issue, in that the culture of "man hours" on the project being allocated to white males. She said utilizing more diverse workforce teams helps to develop stronger workers, as well, because their experience is integrated and the core crew mentality is developed.

Ms. Griffin said the committee and MGC been focused on both the numbers and the best practices, and asked Ms. Skidmore to express what this achievement means for the industry and opportunities. Ms. Skidmore expressed that it couldn't be understated, the impact it has on the industry, which is showing approximately 7% women now. She said the integrated supply and demand also now exists, so they can actually change the statistics and move the numbers. Ms. Skidmore said approximately 70% of the poverty

level lives in single-female households, so this can really have an impact. She referred to it as a national best practice, saying British Columbia, Oregon, and New York all want to talk about this.

Ms. Clauson added that many people in her union have come in because of this project and emphasize frequently how it changed their lives, with one steady, well-paying job. Now those individuals can participate in the community and strengthen Springfield.

Ms. Skidmore referred to a great story on NPR about the transformative ability of the career and opportunity from the perspective of a woman who was impacted because of the project.

Commissioner Stebbins questioned how to welcome and include other stakeholders, and those who need to hear the message, in the Oct. 9 event so they can see that it works. Ms. Clauson said colleges should be invited. Mr. Grassetto said hospitals should also be included. Ms. Skidmore requested the MA Building Trades and guidance counselors be considered, as well, to get a sense of what's possible with such structure and goals.

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

11:00 a.m. Ms. Peterson started Encore's June data presentation stating an overview of contracts and consultant progress, noting that \$14.2 million in design contracts have been awarded to diverse-owned businesses, over 23%. Of those, 13 are MBE, 15 are WBE and 4 are VBE. She stated 17.4%, which is \$218 million of construction contracts & purchase orders have been awarded to M/W/VBEs, with June bringing one new award to a WBE. Ms. Peterson said that the Encore project just completed a very large round of change orders and as all are settling, they're seeing positive results. As more changes come through, they'll continue to ensure those contracts have diverse participation

11:05 a.m. Ms. Webster provided an outreach update on the project. She stated she met with the Childcare That Works coalition on June 13 to determine the challenges of childcare for non-traditional work hours, which was sponsored by state representatives. She explained that around 42% of women work when childcare isn't available, during off hours or changing shifts. Encore will be working on a solution for their operational workforce.

Additional outreach activities included getting the Build a Life scrim up on the site, another Tradeswomen Luncheon, and a site tour for Operation Exit with a discussion of the possibility of getting a construction job upon release from jail.

The Encore presentation showed almost 2,000 workers on the project site for the month of June, which they stated was a high volume. The project to date

total is 5,178 tradespeople, of which 1,165 are minority, 300 are female, and 238 are veterans.

Ms. Webster stated that Corrective Action meetings resulted in six women being added within the bricklayers, ironworkers and laborer unions. She also noted that with it being a high volume month for work, it was a tough month on the diversity front. The Encore team has discussed equitable overtime and weekend hours for all workforce, to be more inclusive of women and minorities, but they did see those laborers being reduced a lot on the weekends. Project executives called all underperforming subcontractors for discussion. The committee agreed Rich Antonellis would be great to get at the AOC meeting table.

Ms. Peterson said that approximately 50% of the women on the site are apprentices, and that contractors say it can present a problem with getting work done very efficiently and quickly. Ms. Skidmore suggested that Encore analyze the male vs. female apprentice hours to see if the data supports that statement.

11:27 Weezy Waldstein stated that 20 contractors have performed below the acceptable minority number in the past month, and asked if corrective action meetings were held with those contractors, as well. Ms. Peterson said they have, and that the minority goal is a unique challenge because local projects, even one a mile away, have minority goals of 25-40% so those projects are being given more of the workforce attention. She stated that with the Encore project goals being lower, it seems possible it just gets less priority, but that it continue to be monitored. Ms. Peterson explained that the diversity workforce goal is 15.3% for the overall project and to date is 24.9%.

11:30 a.m. Encore's presentation continued with a construction update. Ms. Peterson said they're putting up glass façade and that there's a strong push on landscaping right now. The Labor Projection chart showed that the project is in the peak, and they will be pretty close to 2,000 workers on site next month as well.

11:33 a.m. Encore noted a specific struggle with a drywall company's workforce and limitation of women, which they are working on. Ms. Webster stated that a direct referral from Susan Moir for a female bricklayer was beneficial and that they encourage such referrals because they can really work with that being that Journeywomen who are experienced get a lot of interest from the trades.

Ms. Skidmore stated that it is not unheard of for people to go to other parts of the state for work and reminded everyone that Boston has a hire wage rate.

Ms. Peterson indicated that even without it being a strong month for their diversity goals, it had its successes. They had over 120 women on the site in June, including 3 new females, which is the most for the state in history to

have on one site at one time. Additionally, there were 99 veterans. She said both are notable.

New Business/Announcements –

12:02 a.m. Kate Harrison reminded the committee about the Tradeswomen Tuesday event happening that evening at the Scibelli Center.

12:04 p.m. A motion was made to adjourn the meeting. Motion passed unanimously.

List of Documents and Other Items Used:

1. July 2018 MassGaming signed AOC Agenda, dated June 29, 2018 (pdf)
2. MGC AOC Draft Meeting Minutes from May 8, 2018
3. MGC AOC Draft Meeting Minutes from June 12, 2018
4. Encore Boston Harbor May 2018 June AOC Report (pdf)
5. 2018 June EBH Construction Workforc (pdf)
6. 7-10-18 MGM Springfield AOC Presentation- FINAL (pdf)
7. 6-30-18 MGM June Workforce Diversity Reports (pdf)
8. MGM Springfield Access and Opportunity trendline June 2018 (pdf)
9. Encore Everett Access and Opportunity trendline June 2018 (pdf)
10. MGM Diversity [Video featuring Elise Irish](#)