



Access and Opportunity Committee Meeting Minutes

Date/Time: July 11, 2017 – 10:30 a.m. – 12:30 p.m.

Place: Springfield Technical Community College
1 Armory Square; Scibelli Hall, Room 703/4
Springfield, MA

Committee Members Present:

Chair Jill Lacey Griffin
Commissioner Bruce Stebbins
Joseph Delaney
Nader Acevedo
Chelan Brown
Maureen Carney
Eddie Corbin
Emily Earll
Jason Garand
Fiore Grassetti
Kate Harrison
Susan Moir
John Perez
Jennie Peterson
Mei-Ling Rodriguez
Jason Rosewell
Mary Vogel
Shelley Webster

Call to Order

10:58 a.m. Chair Jill Griffin called to order the Access and Opportunity Committee Meeting.

Approval of Minutes

11:06 a.m. A motion was made and seconded to approve the minutes of the Access and Opportunity Committee (“AOC”) meeting held on June 13, 2017. After some discussion asking to clarify points made during the last meeting’s discussion regarding diversity numbers in apprenticeships, the minutes were approved by committee members unanimously.

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, supplier and consultant companies. She then provided an update on the Community Partners Network (“CPN”), noting the new membership of the community organization, Women in Business Club. She said they are continuing membership drive for new organizations to join and they are planning a membership event later in July. The Advocacy Team is continuing their one on one meetings with Business Agents and Apprentice Directors. She highlighted the collaboration with Baystate Medical Center as an example to implement diversity requirements asked by the CPN. She then went on to give updates on the Work Readiness/Union Referral Team and who is already in the union, union eligible and non-eligible. She said they have placed 103 diverse workers who are already in the union on the MGM project, which is also helping to place workers on other job sites. She again noted how the partnership with Baystate Medical Center will help to launch this initiative. As far as Union Partnership and Outreach, Ms. Brown gave an update on the continued meetings with local trade unions.

- 11:17 a.m. Chelan Brown went on to talk about the ongoing and other diversity work, including the Diversity Task Force Meeting, CPN Steering Committee Meetings, and other meet-and-greet and training opportunities. She then shifted to a Diversity Success Story, featuring S-Cel-O Painting Company, a Springfield-based M/WBE company. A video was shown featuring Lamont Clemons, a Veteran of the Army National Guard. In the video Mr. Clemons talks about the collaboration of Fontaine General Contractors with MGM and how his company aligned with the project since they hired local. He also mentioned that this type of alignment could mean potential sub-contractors could do business with both casinos, MGM and Wynn.
- 11:25 a.m. The presentation was then turned over to Jason Rosewell who began by thanking Lamont for his help contributing to the efforts of their workforce numbers. He then provided both the union and total diversity statistics as of June 30th. In the three month look-ahead he said they are working on water, sewer, gas and electric work as well as MEP distribution. He said they are building out the garage elevators and doing sprinklers and painting in the garage. He said they will be water tight by the end of the third quarter and are continuing work on the exterior and interior framing. Mr. Rosewell then went through the projected labor schedule, which is focused primarily on five trades: iron workers, plumbers and pipefitters, laborers, electricians and carpenters. He then went through the Design and Construction and Design and Consulting commitment numbers and then wrapped up his portion of the presentation with the Workforce Diversity Report. He pointed out companies that were putting forth their best diversity efforts, as well as some plumbing and pipefitting companies that were struggling to get women on the job. He said those companies seem to be based more in Boston.
- 11:35 a.m. The meeting was then opened up to questions and comments from committee and community members. When asked if the companies with better diversity efforts come on to the job doing well, Jason Rosewell responded it is on a case by case basis. He said they appreciate all of the feedback from the AOC meetings and address and re-evaluate the concerns expressed as a result. The issue that there was a lack of women on the job and they had not been applying to the plumber and pipefitters union was brought up. Chelan Brown said they are doing a lot of

outreach for women, but it still didn't seem to be enough. It was suggested that MGM write up what they had done/will do to correct that.

11:45 a.m. It was again raised that there was not enough analysis reflected in the minutes from the last meeting. Committee member Susan Moir requested again that the licensees use the HIPP (High Impact Poor Performers) Analysis during their presentations to highlight challenges. Overall there was praise for MGM's efforts in diversity practices, yet it was still noted that there are still problems with both painters and sheet metal workers, which seems to be more of a statewide problem. Jason Rosewell pointed out that the numbers are specific to the mock up and they will level out over the course of the job. There was also concern expressed regarding the disadvantages that people of color and women in the area face. A study is being conducted showing the disparity of these numbers in the Springfield area. The study has shown that there is an over-representation of veterans, specifically white, male veterans. Additionally, the MGM PGTI trend lines show overall a drop in women and minorities, and an increase in white, male veterans. This portion of the discussion was wrapped up by saying that where in the construction phase determines who is on the job.

Wynn's Report

11:53 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. She said they expect the WBE numbers to rise, especially with the efforts of Saam Architecture. She also mentioned that after hearing about S-Cel-O, they will be reaching out to them as well. As far as outreach, she said there are ongoing efforts to work with community partners and Career Centers, as well as monthly reminders about upcoming apprenticeship application opportunities. There were a few events in June such as the Urban League Job Fair on June 1st and the Building Pathways Class Site Tour on June 2nd, which allowed people on the tour to see iron work and cement pours. Shelley Webster spoke about a meeting on June 26th with the IBEW Business Agents and Training Directors in which they discussed workforce diversity goals. The purpose of the meeting was to set expectations for these goals and as a result of these kinds of meetings, they are meeting/exceeding all of their goals. Jennie Peterson added that they made sure the Training Directors and Business Agents at the meeting listened to the feedback from the AOC meetings, specifically regarding the breakdown of the analysis and that they should provide their own analysis. She continued talking about outreach events including the Malden Job Fair on June 27th and the Career Fair held in East Boston on June 29th. She wrapped up that section by noting that Shelley Webster has office hours and is getting the word out to walk-ons, an area in which they have been succeeding.

12:04 p.m. Jennie Peterson gave an update on the current construction going on and showed photos of the site, pointing out various structures. She said the Central Utility Plant should be weather tight in 6-8 weeks and then they will be focused on electrical and mechanical inside the plant; the garage structure should be complete; and the hotel tower structure should be complete up to the fourth floor. She then went over the Labor Projections and the status at both December 2017 and June 2018. Ms.

Peterson then went through the Workforce Report, noting that they have been holding weekly meetings and have been staying on top of companies to keep their numbers up. She also recognized the companies with the best or most improved efforts. Shelley Webster noted these efforts put forth were a result of constant follow up with the sub-contractors to hold them to their commitment to increase their numbers. Jennie Peterson wrapped up that portion by saying the Quarterly Diversity Recognition Award for the second quarter is coming up and the companies are aware of that as well.

- 12:15 p.m. The meeting was then opened up to discussion from the rest of the committee and community members. There was praise for Wynn's efforts, noting some companies specifically. After a brief update on the project launch of the North East Center for Tradeswomen's Equity ("NECTE") group, it was mentioned that the group will be presenting to the Mass Gaming Commission at the June 13th Commission Meeting. A question was also asked regarding whether the PGTI trend lines should be cumulative or month to month.
- 12:19 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 July 11, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated June 13, 2017
3. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated June 2017`
4. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 6/30/2017
5. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated July 11, 2017
6. MGM Springfield Workforce Diversity Report (by Company and by Union) as of June 30, 2017