



**MassGaming Access and Opportunity Committee
Meeting Minutes**

July 12th, 2016, 10:30 am – 12:30 pm

Springfield Technical Community College, 1 Armory Street, Springfield, MA 01105

Call to Order/Introductions

10:41 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.

Reports:

MGM Springfield

10:47 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
 - Outreach to 1 Design & Consulting company, 4 Construction companies, and 3 Supplier/Vendor companies in June.
- Outreach to local community group
 - Continued strong collaborations.
 - Working with a number of organizations on an individual basis.
- Community Partners Network
 - Meet twice a month.
 - New community businesses and organizations added: Betterman Construction, Inc., New North Citizens Council, and Western Mass. COSH
 - Held meeting on June 20th, attended by 14 community partners.
 - Shared current diversity workforce numbers.
 - Director of Pre-Construction for MGM led discussion on the meaning of success.
 - Updated partners on work of Steering/Executive Committee.
 - Discussed referral tracking system for those interested in joining unions, resulted in creation of a sub-committee headed by Pam Howland of Community Works.
 - Discussed ways partners can enhance local advocacy efforts.
 - Assembling training calendar, including OSHA 10 Training/Certification, Work

Readiness Certification, monthly “A Day In the Life of a Union Member,” financial literacy, basic math refresher, conflict resolution class.

- Diversity Task Force
 - o Held meeting on June 29th.
 - o Goals include open communication with trade unions and community partners, working on outreach initiatives to increase diversity on construction workforce.
 - o Discussed diversity success stories.
- Union Partnership & Outreach
 - o Continuing targeted diversity recruitment and encouraging community partners to work with specific unions with specific diversity needs.
 - o Revisited unions’ current bench and diversity.
 - o Discussed partnerships for upcoming outreach events.
- Union Referral System Update
 - o 6 new diverse individuals were accepted into local trade unions, 2 of which currently on MGM site.
- Outreach Events
 - o June 1st, 2016: Tishman Construction Outreach Session for Regional and Minority, Women, and Veteran Owned Companies.
 - o June 14th- 17th, 2016: MGM staff attended National Association of Minority Contractors (NAMC) 47th National Conference.
 - o June 22, 2016: Massachusetts Supplier Diversity Office Diversity Workshop Series, Reggie Lewis Center
 - o June 23rd, 2016: New North Citizens Council Urban Workforce Planning Coalition
 - o June 27th-28th, 2016: MGM Springfield Diversity Calls/Check-In’s with MGM Springfield Subcontractors (specifically about diversity, how to achieve numbers)
- Upcoming Outreach Events/Dates
 - o July 2016: Sub-Contractor Kick Off Meetings – Diversity Workforce & Commitments Review
 - o July 11th, 2016: Community Partners Network
 - o July 13th, 2016: Construction Open House – Call for MBE, WBE, and VBE, Suppliers/Vendors for MEP
 - o July 16th, 2016: Diversity Task Force
 - o July 16th, 2016: OSHA 10 Training/Certification with Community Partners Network
 - o July 28th, 2016: Construction Open House – Call for Contractors for 95 & 101 State St.
- Workforce Diversity Statistics - Union: As of 6/29/2016
 - o Women: 8.09% (Goal: 6.90%)
 - o Minority: 39.54% (Goal: 15.30%)
 - o Veteran: 7.83% (Goal: 8.00%)

- Workforce Diversity Statistics: As of 6/29/2016 (Total On-site Workforce)
 - o Women: 9.87% (Goal: 6.90%)
 - o Minority: 29.45% (Goal: 15.30%)
 - o Veteran: 9.38% (Goal: 8.00%)

Remote conference callers & Internet disconnected, break from presentation. **11:00 am**
 Internet connection restored, presentation resumed. **11:05 am**

- Workforce 3-Month Look Ahead
 - o Work in Progress – Water/Sewer Infrastructure
 - o Work in Progress – Site Prep for Garage
 - o Work in Progress – 73 State Street Support
 - o Work in Progress – Temp Power Connections Support for Tower Crane
 - o Work in Progress—French Church Utilities and Foundations
 - o Work in Progress— Garage Foundations
 - o Work in Progress—Underground MEP for Garage
 - o Work in Progress—Union Chandler Façade Preservation/Demo
 - o Work in Progress—Systems Separation 95/101 State
 - o Work in Progress—Hotel-Podium Foundations – includes mini piles & rock anchors
 - o July 2016— Generator Switch Gear Area
 - o July 2016—Dave’s Furniture Abatement & Demo
 - o August 2016—Water Retention Basin
 - o September 2016—Tower Crane Erection
 - o September 2016—Pre-cast Garage Elements
- Design & Construction Commitments: Through 6/30/2016
 - o WBE: 13.2% (Goal: 10.0%)
 - o MBE: 6.6% (Goal: 5.0%)
 - o VBE: 6.4% (Goal: 2.0%)
- Design & Consulting Commitments: Through 6/30/2016
 - o WBE: 12.3% (Goal: 10.0%)
 - o MBE: 11.2% (Goal: 5.0%)
 - o VBE: 2.9% (Goal: 2.0%)
- Construction Commitments: Through 6/30/2016
 - o WBE: 13.4% (Goal: 10.0%)
 - o MBE: 5.7 % (Goal: 5.0%)
 - o VBE: 7.2% (Goal: 2.0%)

Committee Member Comments and Discussion

11:12 am

- A committee member requested clarification on inclusion of management numbers. MGM’s director of pre-construction reiterated that at a previous meeting, the committee agreed that they should include all on-site individuals, including management.

- The committee member also expressed concern about MGM's community efforts and partnerships unintentionally diverting grants and funding from Community Works, which has existed for some time. MGM's Diversity Specialist said the Community Partners Network is discussing a transparent grant application process and making sure Community Works gets funding. She also said Pam Howland is helping drive those conversations with the Network.
- A committee member emphasized the desire for permanent institutions that exist beyond casino construction and extended her appreciation to MGM's efforts.
- A committee member asked if MGM has pursued any graduates from Putnam Vocational Technical High School in Springfield. MGM's Diversity Specialist said MGM and Tishman are following up with the graduating class and vocational directors.
- A committee member added that there is a female Putnam graduate who joined a union last winter, and some young men from Putnam are going through interview processes.
- MGM's vice president and general counsel mentioned the announcement of MGM's formal partnership with Holyoke Community College and the City of Holyoke to establish a hospitality and culinary arts training facility in Holyoke. He said MGM is excited about getting the project off the ground, especially for its implications for education and workforce development in the area. He said MGM also looks forward to a similar partnership with Springfield Technical Community College for a gaming-related skills training program.
- Director Griffin extended her congratulations for the MGM-Holyoke partnership and event.
- A committee member highlighted the need to work with guidance counselors at vocational schools to push more students towards the trades.
- An MGC commissioner asked the committee member about the education pre-requirements for joining trades. The committee member responded that the requirement is to be 18 years old, but it's largely a matter of having transportation since many vocational students receive basic training in school.
- A committee member said she needs to check the statistics on how many vocational students are going to college rather than trades upon graduation.
- A committee member said that the Perkins Act was changed to allow apprenticeship-bound students to be counted for the quotas required for schools to receive funding. She said that the challenge still remains to fix the pipeline between vocational schools and a variety of trades.
- A committee member mentioned that Putnam and other schools in Western MA have an interest in a girls in trade event in the fall or winter.

- Design: M/W/VBE Participation – Awarded contracts as of 6/30/2016
 - MBE: 7.5% (Goal: 7.9%)
 - WBE: 4.5% (Goal: 10.0%)
 - VBE: 6.3% (Goal: 1.0%)
- Design & Construction Outreach
 - Bi-weekly email communications sent to local Chambers of Commerce, Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and Hispanic American Institute.
 - June 6th: Construction site food vendor informational session.
 - Vendors selected: Morning Salute, Commonwealth Kitchen, Stockpot Malden, and Square Deli.
 - June 8th: Attended MassPort Diversity Summit.
 - June 10th: Project update/brainstorming session with Hispanic American Institute, SCI Social Capital, Inc., Chelsea Chamber of Commerce.
 - June 22nd: Attended Supplier Diversity Regional Series at the Reggie Lewis Center. A Suffolk representative was a panelist there.
 - June 28th: Attended Mass Minority Contractors Membership Meeting.
 - A Suffolk representative mentioned the launch on July 12th of the Trades Partnership Series application period.
- Construction: M/W/VBE Participation – Awarded contracts as of 6/30/2016
 - MBE: 5.6% (Goal: 5.0%)
 - WBE: 4.4% (Goal: 5.4%)
 - VBE: 0.8% (Goal: 1.0%)
- Construction: Workforce Participation: (As of 6/30/2016)
 - Minority: 16.8% (Goal: 15.3%)
 - Women: 8.0% (Goal: 6.9%)
 - Veteran: 7.6% (Goal: 3.0%)
 - Wynn’s development manager highlighted Wynn’s turnstile security system on the site that helps to track data on all onsite individuals. She also mentioned Wynn’s implementation of LCPtracker, which is a certified payroll reporting system, which slightly changes the format of the summary reports.
- Construction Workforce: June Outreach
 - Outreach and work with local community partners and career centers is ongoing, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities.
 - Scholar Athlete Interns with Suffolk Construction provided summer learning opportunities on the Wynn Boston Harbor project.
 - June 2nd: Exhibitor at The Urban League’s “Jobs Rebuild Boston” 5th annual community conference and career fair.
 - June 7th: Project update with Boston Chinatown Organizations.
 - June 28th: Building Pathways information session at Everett City Hall.
 - Upcoming: July 18th Building Pathways information session at Everett City Hall.

- Two Suffolk Construction interns shared their experience with the Scholar Athletes program, which provides scholarships, schools supplies, SAT prep, and tutors for high school athletes and other students.
 - An exclusive scholarship allowed one of the interns to go to Wentworth Institute and become a Suffolk intern. The other intern spoke of how the SA program really helped to change her mindset and eventually have the opportunity to intern at Suffolk.
 - The interns talked about their hands-on experience and education about compliance and diversity in the workforce, particularly on the Wynn project.
 - A Suffolk representative also introduced a representative from Scholar Athletes.
- Construction Look-Ahead
 - Though still awaiting Chapter 91 approval, some work has begun on pre-excavation and slurry walls.
- Wynn’s development manager mentioned that they are still adjusting the new workforce report format, but the total summary numbers are located in bold on the last line of the tables.

Committee Member/Community Comments and Discussion

12:03 pm

- A committee member mentioned that MGM produced a spreadsheet that included union contacts. Wynn’s development manager said that they do have that type of spreadsheet, which has a month by month breakdown.
 - A representative from the MA Supplier Diversity Office extended his thanks to the MassGaming Commission for a grant the SDO received to help streamline MBE and WBE certification and to expedite VBE certification.
 - Wynn’s development manager thanked SDO for their support and engagement of the veteran community.
 - Director Griffin asked everyone present to help spread the word about the new certification process and the work of the AOC.
 - A committee member extended her thanks to Wynn for their details and numbers. She also mentioned the approval of a 5-year budget plan for pre-apprenticeships across the state, which should help the work the AOC is doing. Another committee member mentioned that the goal is to develop 6 pre-apprenticeship programs.
 - A community member asked if Wynn knew the number of how many Everett residents work on site. Wynn’s development manager said that they have an aggregate number of about 20% of on-site workers being from the host and surrounding communities, but they will have to break them down into individual towns and cities. The community member also advised Wynn that the LCPtracker system doesn’t keep a history of workers’ residencies.
 - The community member also appreciated the number of female operating engineers and pile drivers.
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Committee Members and Supporting Committee/Staff	<u>Attendees</u> Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Katie Shea	Joseph E. Delaney
Brian McPherson	Weezy Waldstein	Keith Greenaway
Shelley Webster	Ofelia Bretal	
Jennie Peterson	Todd Bida	
Yusef Liban	Brother Lo	
Raven Kelsey		
Emily Earll		
Lisa Clauson		
Ny Mahasadeth		
Hadley Price		
John Perez		
Nader Acevedo		
Jason Rosewell		
Chelan Brown		
Seth N. Stratton		
Bruce Stebbins		
Susan Moir		
Liz Skidmore		
Fiore J. Grasseti		
Vanessa Otero		
Bill McAvoy		
John B. Fitzpatrick		
Eddie Corbin		
Maureen Carney		
Denise R. Jordan		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated July 8th, 2016
- June 14th, 2016 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated July 12, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: June 29, 2016
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update June PowerPoint Presentation dated July 12, 2016
- Wynn Boston Harbor – Construction Workforce Diversity June 1, 2016- June 30, 2016