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## Access and Opportunity Committee Meeting Minutes

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**Date/Time:** August 8, 2017 – 10:30 a.m. – 12:30 p.m.

**Place:** Sheet Metal Workers' Local 17 Training Center  
1181 Adams Street  
Dorchester, MA

**Committee Members Present:**

Chair Jill Lacey Griffin  
Commissioner Gayle Cameron  
Commissioner Bruce Stebbins  
Edward Bedrosian  
Joseph Delaney  
Ariel Schmit for Nader Acevedo  
Andrew DeAngelo  
Priscilla Flint-Banks  
Chelan Brown  
Emily Earll  
John Fitzpatrick  
Kate Harrison  
Jennie Peterson  
Mei-Ling Rodriguez  
Elizabeth Skidmore  
Joseph Truschelli  
Shelley Webster

**Call to Order**

10:40 a.m. Chair Jill Griffin called to order the Access and Opportunity Committee Meeting. Everyone introduces themselves and their organizations. John Healy, who represents the Sheet Metal Workers Union, welcomes everyone to their training center.

**Approval of Minutes**

10:43 a.m. A motion was made and seconded to approve the minutes of the Access and Opportunity Committee ("AOC") meeting held on July 11, 2017. The minutes were approved by committee members unanimously.

**Wynn's Report**

10:43 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 are working on bringing up the WBE numbers, and the efforts of Saam Architecture have still been helping to increase that. She also mentioned that marine dredging and off-site road work will be coming up soon for suppliers and sub-contractors. As far as construction participation, they are working on bringing up their MBE numbers. On the workforce participation side, she said they are exceeding all of their goals. For outreach, she said there are still ongoing efforts to work with community partners and Career Centers, as well as monthly notifications about upcoming apprenticeship application opportunities. The notifications are sent to all walks-on and union walk-on applicants as well. There were a few events in July: on the 13<sup>th</sup> the Quarterly Diversity Best Performer recipient was selected; on the 14<sup>th</sup> there was a Hispanic American Institute Update Breakfast; and on the 17<sup>th</sup> the Mass Girls in Trade had their annual planning meeting. Finally, she said on the 25<sup>th</sup> there was a notification regarding bidding opportunities for the upcoming roadwork sent out to local community partners. That section was wrapped up with Shelley Webster speaking to the Quarterly Diversity Best Performer Award going to Edward G. Sawyer Co., Inc. She said that they received the award because there was no need for corrective action meetings with them; they were a company that understood (best diversity practices) from the start.

10:54 a.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 closed up in a few months and the interior masonry work is underway. As far as framing, she said the hotel tower up to the fifth level is complete and the convention area framing is underway. As far as Labor Projections, the worker numbers will continue to grow and will likely peak next summer. Ms. Peterson then went on to give the status of the site during various timeframes: June 2018, December 2018 and finally June 2019 when it will be complete and open. Ms. Peterson then went over the Workforce Report. She said they are keeping an eye on the sub-contractors with a high and low number of hours. Shelley Webster added that the turn-style system has been working well. She said they are able to see trends and attrition rates, adding that the PGTI trend lines have been helpful with that. Ms. Webster went on to point out some companies that have been a challenge, adding that corrective action and follow up meetings have been implemented. Jennie Peterson added that they allow for days/weeks for those companies to make adjustments and improvements; the results are not immediate. She added that there were no women sprinkler fitter applicants and they are hoping to coordinate the sprinkler fitters and Building Pathways. Andrew DeAngelo from Building Pathways added that the sprinkler fitters application is in March and they are working with them on that.

11:05 a.m. Jill Griffin then opened up the meeting to questions/discussion from the rest of the committee and community members. There was a question asked regarding the corrective action meetings and if things were explained/clarified prior to the meeting so that they could come to the meeting prepared and that the right people were present for the meetings. It was also suggested that they come to the meeting having solved the issue and provided the action(s) taken to do so. Liz Skidmore pointed out that when communicating with the unions, the apprenticeship directors should be cc'd in order for them to see the areas where the demand isn't being met. She said that those loops need to be closed. Each owner should gather failed

requests and send them to the apprenticeship directors. She added that any communication should go through the training directors. She said that the loop between contractors and unions had been created, so now the apprenticeship directors need to be brought in.

- 11:14 a.m. A question was asked regarding how the corrective action meetings are going. Shelley Webster explained that they elevate the issues to the owners if they are not being addressed. A follow up question regarding what happens if a company doesn't come to compliance after a corrective action meeting is held. Shelley Webster said if it comes to that then there is a hold of payment. Jennie Peterson added that more corrective action meetings are scheduled if necessary. If action still is not taken, then Wynn has to consider letting them go.

### **MGM's Report**

- 11:19 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 monthly membership meeting on July 13<sup>th</sup>. She said they are planning a new membership event for September. She added they will meet with the apprenticeship directors as well. She said they are encouraging people to work with community partners in the area. She gave an update on the Work Readiness Team and added that they have been working with Susan Moir on tracking union applicants. She said it was a category they knew existed but didn't want to count out. She said they are working on how to identify applicants in order to create opportunities for them. She added that often union applicants are lacking GEDs and MGM is working on ways to sponsor ways to obtain them.
- 11:25 a.m. Chelan Brown went on to talk about Union Partnership and Outreach. She said that the construction countdown clock is different from the operations countdown clock, as MGM is about one year away from opening. She said they are looking for ways to get involved in community/cultural events to encourage people to learn about trades, as a lot of their unions are at full employment. She said they are using their office hours as a means to add applicants and have them start immediately. Ms. Brown then went on to talk about the Vendor Outreach Session held on July 19<sup>th</sup> at the MassMutual Center. She spoke about the specifics of the event and said that over 160 local vendors attended and it was a series of speed round-table meetings.
- 11:31 a.m. Chelan Brown went on to talk about other diversity work and outreach events for August and September, adding that they are still having office hours two times a week and corrective meetings are still being held. She then shifted to a Diversity Success Story video featuring Kiana Viera, a Springfield Resident who started out as a waitress and now is a new apprentice in the laborers union. Liz Skidmore added that she was one of the tradeswomen who spoke at the western MA Girls in Trades event.

- 11:35 a.m. Ms. Brown then shifted the presentation to Construction Workforce Diversity Statistics including both the union and total statistics as of July 27<sup>th</sup>. In the three month look-ahead she said they are working on infrastructure and the building should be enclosed by the end of the year. She added the food service equipment is coming in as well as the exterior façade. She then went through the projected labor schedule, which is focused primarily on laborers and carpenters. She said they are trying to figure out how to meet the needs of everyone and resolve any challenges that have arisen. She then went through the Design and Construction and Design and Consulting commitment numbers as of July 31st and then wrapped up that portion of the presentation with the Workforce Diversity Report. She noted that they are struggling with getting women in MEP trades and looking for those numbers to go up. She added that in the Electricians Union all of the apprenticeships are almost at full employment. The concern is sustaining apprenticeships after the MGM project is over. She added that all of the trades are looking for apprenticeship applicants.
- 11:45 a.m. Jill Griffin then opened the meeting up to questions and comments from committee and community members. Priscilla Flint- Banks from the Black Economic Justice Institute and Liz Skidmore both gave praise to MGM for their efforts. It was also pointed out that the people of color numbers are dropping and continuing to decline. Chelan Brown said they are aware of the issues and they seem to be competing with other jobs for diverse workers. Liz Skidmore added that this seems to be an industry-wide issue, not just an MGM issue. Ms. Skidmore continued speaking to the Wynn issue that they are below their goal for women but she had made a call and was able to get some women on the job. She added that there seems to be an issue with getting women in the city of Boston. She said there has been corrective action taken but there are still tons of jobs with no women. Ms. Skidmore went on to talk about the Tradeswomen Speakers Guild and how they are working on events to spread the word and talk about opportunities in construction for women. She said there was an event scheduled on September 5<sup>th</sup> with Building Pathways which would be the first of a monthly event. She said they are looking to get something similar going in the Springfield area. Ms. Skidmore then shifted to an update on the Marketing Grant for NCTE. She reiterated that Kate Harrison will be the pipeline navigator and managing the project. She said they are currently deep in the details and busy writing copy. Jill Griffin added that they are looking for co-sponsors before they launch the project.
- 11:59 a.m. Jill Griffin then turned the meeting over to Joe Delaney, Construction Project Oversight Manager with MGC. Mr. Delaney provided an update on Diversity Audits. He said that MGC is maturing to a regulatory agency and that we will need to better document and define policies and procedures moving forward. Both Jill Griffin and Joe Delaney met with each of the licensees two months ago to determine protocol and processes from the RFP to the bid to the award. Mr. Delaney added that we need to ensure that the information being reported is truly reflective of what is happening on the construction sites. He added that we need due diligence to ensure the accuracy of the reporting. He concluded saying that they are looking at the reporting only being done two times per year.
- 12:04 p.m. Liz Skidmore provided some final thoughts, remarking that the upside to working with casinos is that there are a lot of on-going, good jobs. Jill Griffin announced

the next meeting will be in Springfield at STCC and then the meeting in October will be back at the Sheet Metal Workers' Union (JATC) in Dorchester.

12:06 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 August 8, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated July 11, 2017
3. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated July 2017`
4. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 7/31/2017
5. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated August 8, 2017
6. MGM Springfield Workforce Diversity Report (by Company and by Union) as of July 27, 2017