



**MassGaming Access and Opportunity Committee
Meeting Minutes**

September 13, 2016, 10:30 am – 12:30 pm

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

Call to Order/Introductions

10:56 am

The meeting was called to order by MassGaming's Director of Workforce, Supplier and Diversity Development, Jill Griffin.

Introduction

10:57 am

Dr. John B. Cook, President of Springfield Technical Community College, made introductions.

Reports:

MGM Springfield

10:59 am

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

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

- MGM Springfield's General Counsel introduced MGM Springfield's Human Resources Specialist and Diversity and Affirmative Marketing Program.
- Outreach to MBE, WBE and VBE Companies
 - All of the 6 construction companies reached out to are MA-based.
- Outreach to local community group
 - Continued strong collaborations.
 - Less need to work with organizations on an individual basis because of work with Community Partners Network, which unites multiple organizations.
- Community Partners Network
 - All based in Western MA, many are Springfield-based.
 - Held meeting on August 3rd, attended by 19 members.
 - Vacant Steering Committee seat was filled by Jynai McDonald, Area Director for Training Resources of America.
 - CPN Committees and Sub-Committees gave updates; MGM gave update on Diversity Task Force.
 - MGC Director of Workforce, Supplier and Diversity Development held focus group discussion.
 - Interim CPN Membership Team, Advocacy Team, Defining Our Success Team, Basic Eligibility Team, and Work Readiness Team continued work. Advocacy Team will be meeting with local Responsible Employer Ordinance Committee.

- Correction noted by MGM’s Diversity Specialist: Slide 12 of MGM’s presentation should read “Responsible Employer Ordinance Committee.”
- Union Referral System Update
 - Continued meetings with local unions.
 - 3 new diverse individuals accepted into local unions, ready for work.
- Other Diversity Work & Outreach Events
 - August 24, 2016: MGM Springfield Construction Outreach Session –Union Paint & Drywall Contractors
 - August 29 & 30, 2016: Free OSHA 10 Training for Diverse Individuals Referred by Community Partners Network
 - August 23, 2016: U.S. Department of Labor Forum for Tradeswomen and Their Allies - At the New England Regional Council of Carpenters Office in Boston, MA
 - August 2016 & Ongoing: MGM/Tishman Diversity Team Meetings
 - August 2016 & Ongoing: MGM/Tishman/Subcontractor Diversity Kick-Off & Review Meetings (Beginning of job and as needed)
- Upcoming Outreach Events
 - September, 2016: Community Partners Network Meeting
 - September 8 & 16, 2016: Smith College Women’s Architectural & Engineering Program Site Tours
 - September 14, 2016: Putnam Vocational Academy Construction Faculty/Tishman Tour & Meeting
 - September 14, 2016: Diversity Task Force Meeting
 - September 19, 2016: MGM Springfield Construction Outreach Session: Spray Fireproofing and Scaffolding
 - September 30, 2016: Putnam Vocational Academy & Tishman Construction Co. Student/Construction Program Launch
 - On-Going: Diversity General Contractor and Subcontractor meetings as needed
 - MGM Springfield Community Partners Network Trainings:
 - September 2016, TBD: “A Day In The Life of A Union Tradesperson”
 - September 10 & 17, 2016: Free OSHA 10 Course & Certification
 - October 2016: “A Day In The Life of A Union Tradesperson” Information Session - On-the-Job Conflict Resolution Workshop
 - November 2016: “A Day In The Life of A Union Tradesperson” Information Session - Work Readiness 2 Day Training
 - December 2016: “A Day In The Life of A Union Tradesperson” Information
- Workforce Diversity Statistics - Union: As of 8/31/2016
 - Women: 7.56% (Goal: 6.90%)
 - Minority: 34.78% (Goal: 15.30%)
 - Veteran: 8.01% (Goal: 8.00%)
- Workforce Diversity Statistics: As of 8/31/2016 (Total On-site Workforce)
 - Women: 9.47% (Goal: 6.90%)
 - Minority: 26.94% (Goal: 15.30%)
 - Veteran: 9.17% (Goal: 8.00%)

- Workforce 3-Month Look Ahead
 - Work in Progress - Water/Sewer Infrastructure
 - Work in Progress - Temp Power infrastructure for Tower Crane
 - Work in Progress - Garage Foundations
 - Work in Progress - Underground MEP for Garage
 - Work in Progress - Union Chandler Façade Preservation/Demo
 - Work in Progress – Systems Separation 95/101 State
 - Work in Progress - Hotel-Podium Foundations
 - Work in Progress - Generator Switch Gear Area
 - Work in Progress - Water Retention Basin
 - Work in Progress - Underground MEP Hotel Podium
 - Work in Progress - Concrete Slab on Grade for Podium
 - Sept. 2016 - Tower Crane Erection
 - Sept. 2016 - Pre-cast Garage Elements
 - Sept. 2016 - Garage Erection
 - Oct. 2016 - Steel Erection for Hotel Podium
- Design & Construction Commitments: Through 8/31/2016
 - WBE: 13.4% (Goal: 10.0%)
 - MBE: 6.6% (Goal: 5.0%)
 - VBE: 6.7% (Goal: 2.0%)
- Design & Consulting Commitments: Through 8/31/2016
 - WBE: 12.0% (Goal: 10.0%)
 - MBE: 11.3% (Goal: 5.0%)
 - VBE: 4.7% (Goal: 2.0%)
- Construction Commitments: Through 8/31/2016
 - WBE: 13.8% (Goal: 10.0%)
 - MBE: 5.6 % (Goal: 5.0%)
 - VBE: 7.1% (Goal: 2.0%)

Committee Member Comments and Discussion

11:23 am

- A committee member wanted to echo MGC’s Director of Workforce, Supplier and Diversity Development’s congratulations to MGM on their diversity outreach. The member also highlighted the good progress of MGM’s high impact poor performers. The member then expressed concerns that more hours were worked by contractors whose women’s numbers decreased, and less hours were worked by contractors whose women’s numbers were higher. She suggested MGM looks into the issue.
 - MGM’s Director of Pre-Construction mentioned regular meetings with Tishman and didn’t foresee a drop in women numbers.
- The committee member asked for updates on MGM and Tishman’s walk-on process.
 - MGM’s Diversity Specialist asked the member to send along a best practices document before they go forward.

- A committee member asked if the Basic Eligibility Screening team uses a document that outlines the factors being looked at and whether the document could be shared.
 - MGM’s Diversity Specialist said the team does use a document developed by Pam Howard, and MGM would get back to the member about sharing the document.
- A community member asked about the directory of Community Partners Network organizations.
 - MGM’s Diversity Specialist said the directory is used to allow the organizations to know who each other are and to make referrals. She said it will also be posted on MGM Springfield’s website and shared amongst the partners.

Approval of the Minutes

11:32 am

Minutes unanimously approved.

Wynn Boston Harbor

11:32 am

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 8/31/2016
 - MBE: 7.8% (Goal: 7.9%)
 - WBE: 4.7% (Goal: 10.0%)
 - VBE: 6.4% (Goal: 1.0%)
- Design & Construction Outreach
 - Bi-weekly email communications sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and Hispanic American Institute.
 - 8/2: Hispanic American Institute, North Shore Latino Business Association Business Opportunities event
 - Selected participants for the Suffolk Trade Partnership Series, including eight MBEs, seven WBEs, one VBE, and one Everett business.
 - A Suffolk representative spoke about the Suffolk’s Trade Partnership Series kick-off. He said that they received 34 applications, with 14 contractors selected. Among the contractors were local, Boston, Springfield, and Everett-based businesses.
- Construction: M/W/VBE Participation – Awarded contracts as of 8/31/2016
 - MBE: 6.7% (Goal: 5.0%)
 - WBE: 5.0% (Goal: 5.4%)
 - VBZE: 0.7% (Goal: 1.0%)
- Construction: Workforce Participation: (As of 8/31/2016)
 - Minority: 21.7% (Goal: 15.3%)
 - Women: 5.2% (Goal: 6.9%)

- Veteran: 6.1% (Goal: 3.0%)
 - Wynn’s Project Manager mentioned corrective action meetings that Suffolk’s Compliance Officer held with contractors with low numbers, which were also attended by project managers and union business agents.
- Construction Workforce: Outreach
 - Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
 - Announced September Construction Career Fairs.
 - 8/3: Round table presentation at the Freedom House Road to Success event.
 - 8/22: Building Trades Training Directors meeting.
 - 8/23: Apprenticeship USA Construction Accelerator Summit.
 - 8/24: Community update with the Asian American Civic Association, Chinatown Neighborhood Coalition, the Chinatown Neighborhood Council.
 - 8/24: Policy Group on Tradeswomen’s Issues.
 - Building Trades Career Fairs Throughout September
 - Flier is translated in Haitian Creole, Spanish, Portuguese, and Chinese.
- Construction Look-Ahead

Committee Member/Community Comments and Discussion

12:03 pm

- MGC’s Chair of Commissioner asked who is involved in moving the situation forward in the corrective action meetings.
 - A Suffolk representative said the contractors, people involved in hiring decisions, and union representatives with numbers of available workers are involved. He said that the meetings are in depth and nothing is hidden.
- A committee member asked if Wynn could include a total count of employees, as MGM does.
 - Wynn’s Project Manager said they could add the number of total individuals.
- A committee member asked what Railroad Associates does and what trades they work with.
 - Wynn’s Project Manager said that Railroad Associates was involved with the temporary rail they built on the project for transporting dirt from excavation and possibly for deliveries in the future.
- A committee member expressed concern about the decrease in women’s numbers. She said it was exciting to see how well Wynn was doing, and asked what they think they need to do to turn the numbers around.
 - A Suffolk representative said that the work has just begun to pick up, and there is a foundation crew that will have many employees. As a result, Suffolk will be very proactive with them and focused on the high impact poor performers.

- MGC’s Chair of the Commission expressed his appreciation for the licensees taking the diversity efforts seriously and the fact that the efforts are making a difference.

Meeting Adjourned

12:03 pm

Committee Members and Supporting Committee/Staff	<u>Attendees</u>	Remote Attendees
	Members of the Community and Guests	
Jill Lacey Griffin	Dr. John B. Cook	Tameka Moss
Brian McPherson	Emily Earll	
Shelley Webster	Todd Bida	
Jennie Peterson	Trevis Wray	
Lisa Clauson		
Ny Mahasadeth		
Hadley Price		
John Perez		
Joseph Delaney		
Nader Acevedo		
Jason Rosewell		
Mei-Ling Rodriguez		
Chelan Brown		
Seth N. Stratton		
Anita Bird		
Mary Vogel		
Jason Garand		
Bruce Stebbins		
Steve Crosby		
Liz Skidmore		
Vanessa Otero		
Maureen Carney		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated September 7th, 2016
- July 12th, 2016 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated September 13th, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: August 31, 2016
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update August PowerPoint Presentation dated September 13, 2016
- Wynn Boston Harbor – Construction Workforce Diversity As of August 28, 2016.