



**MassGaming Access and Opportunity Committee Meeting Minutes
January 12th, 2016, 10:30 am – 12:30 pm
UMass Springfield Center, 1500 Main Street, Springfield, MA 01115**

Call to Order/Introductions:

The meeting was called to order by Jill Griffin at approximately 10:41 am. Each Committee member and members of the public who were present introduced her/himself.

- Commissioner Enrique Zuniga introduces new Massachusetts Gaming Commission Executive Director Edward R. Bedrosian Jr. to the Committee.
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Approval of the Minutes

10:47 am

Minutes approved.

Reports:

MGM Springfield*

10:48 am

- Design: M/W/VBE Commitments
 - MBE: 2.6% (Goal: 5.0%)
 - WBE: 4.4% (Goal: 10.0%)
 - VBE: 0.0% (Goal: 2.0%)
- Construction: M/W/VBE Commitments
 - MBE: 15.2% (Goal: 5.0%)
 - WBE: 12.1% (Goal: 10.0%)
 - VBE: 2.9% (Goal: 2.0%)
- Construction Workforce:
 - Minority: 29.23% (Goal: 15.3%)
 - Women: 9.98% (Goal: 6.9%)
 - Veteran: 7.15% (Goal: 8.0%)
- Union Construction Workforce:
 - Minority: 39.09% (Goal: 15.3%)
 - Women: 8.38% (Goal: 6.9%)
 - Veteran: 5.01% (Goal: 8.0%)
- Outreach
 - Outreach to MBE, WBE and VBE companies.
 - Community Group Meetings
 - Construction Workforce Task Force

* Numbers as of December 28, 2015

- MGM plans to form a taskforce to create a working partnership with local trade/labor unions and community partners to explore ways to create opportunities for women, minority, and veterans to enter the construction workforce.
 - Construction Workforce Referrals to Union Community Partners
 - Partnering with Roger L. Putman Academy Vocational Department
 - Committee Members Comments
 - It is requested that MGM provide the name of the contractor associated with an awarded bid package.
 - It is requested to provide the number of Springfield residents in the construction workforce.
 - It is requested MGM provide a distinction between those contractors who have done work and those of whom have commitments.

Wynn Everett[†]

11:11 am

- Design: M/W/VBE Participation – Awarded contracts as of 08/31/2015
 - MBE: 7.7% (Goal: 7.9%)
 - WBE: 3.5% (Goal: 10.0%)
 - VBE: 6.3% (Goal: 1.0%)
- Construction:
 - In pre-construction phase
 - MBE: 91.3% (Goal: 5.0%)
 - WBE: 5.1% (Goal: 5.4%)
 - VBE: 0.4% (Goal: 1.0%)
- Construction Workforce:
 - Minority: 22.6% (Goal: 15.3%)
 - Women: 2.0% (Goal: 6.9%)
 - Veteran: 2.1% (Goal: 3.0%)
- Outreach
 - Firms bidding on the Construction Manager role for the project presented M/W/VBE subcontracting strategies as part of the interview and selection process.
 - Ongoing engagement with the local Chambers of Commerce, diverse business group partners.
 - Will speak on the project diversity goals at the Building Trades Employers Association (BTEA) quarterly breakfast in January.
- Committee Member Comments
 - Requested that the specific number of diverse workers be noted while presenting workforce diversity.
 - Wynn agrees to looking into the matter of penalties and rewards for companies whom miss or exceed diversity goals

[†] Numbers as of December 31st, 2015

Discussion Committee/Community Input:**11:48 am**

- A committee member suggests the use of a “Workforce Request Documentation for contractors and subcontractors”
- It is suggested to hold ‘trailer meetings’.
- A committee member expresses his concern for penalizing contractors who don’t meet diversity goals
- Discussion on promoting the building trades within the vocational schools.
- Discussion regarding how to report employee diversity overlap.
 - **MGC confirms Licensees reporting of an individual employee in two diverse categories, is an accepted practice. However, the reports must reflect the occurrence of this overlap.**

Comments from the Chair**11:56 am**

Committee Chair Ron Marlow announces his resignation.

Meeting Adjourned**12:18 pm**

List of List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated January 12th, 2016
- December 8th, 2015 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated January 12th, 2016
- MGM Springfield Construction Workforce Diversity Statistics Report – Onsite Design & Construction as of: December 28, 2015
- MGM Springfield Workforce Union Hours Diversity Report – Construction as of: December 28, 2015
- Wynn Everett Access & Opportunity Committee Monthly Update December PowerPoint Presentation dated January 12, 2016
- Wynn Everett – Construction Workforce Diversity (as of December 31, 2015)
- Workforce Request Documentation for Contractors and Subcontractors