



Access and Opportunity Meeting Minutes

Date/Time: July 14, 2015 – 11:00 p.m.

Place: UMass Springfield Center, 1500 Main Street, Springfield, MA 01115

Present: **Access and Opportunity Committee Members**
Nader Acevedo, Hispanic American Chamber Institute
Maureen Carney, Mass AFL-CIO
Eddie Corbin, City of Springfield
Michael Fitzgerald, Pinck & Co. Inc.
Jason Garand, New England Carpenters- Local 108
Fiore Grassetti, Pioneer Valley CLC- Ironworkers Local 7 Springfield
Jill Griffin, MA Gaming Commission
Pamela Howland, UMass – Community Works
Denise Jordan, City of Springfield
Jason Lawson, PMA Consultants
Ron Marlow, Executive Office of Labor and Workforce Development
Susan Moir, Labor Resource Center/Policy Group on Tradeswomen’s Issues
Marikate Murren, MGM Springfield
Brain Packer, MGM Springfield
John Perez, MA Latino Chamber of Commerce
Jennie Peterson, Wynn Resorts
Corean Reynolds, MA Gaming Commission
Elizabeth Skidmore, Carpenters Union/Policy Group on Tradesman's Issues
Bruce Stebbins, MA Gaming Commission
Seth Stratton, MGM Springfield

Call to Order/Introductions

11:20 a.m. Chairman Ron Marlow called to order the MassGaming Access and Opportunity meeting starting with introductions.

Approval of the Minutes

11:23 a.m. *Fiore Grassetti motioned for the approval of the May 12, 2015 minutes made with request for the addition of recommendations and specific questions to be added. Motion seconded by Susan Moir. Motion passed twenty to zero.*

11:25 a.m. *Liz Skidmore motioned for the approval of the June 9, 2015 minutes made with request for corrections on the point made about counting apprentice and journeymen. Motion seconded by John Perez. Motion passed twenty to zero.*

11:26 a.m. Elizabeth Skidmore from the New England Regional Council of Carpenters noted that a schedule of construction has been requested at previous meetings and has yet to be provided.

Chairman Marlow explains the approval process that precedes the distribution of a construction schedule. Brian Packer of MGM Resorts agrees to present the construction schedule as soon it has been approved by the Gaming Commission. Jennie Peterson of Wynn Resorts mentioned to the committee draft pre-construction plans are available on the Wynn – Everett website.

Reports- MGM

11:27 a.m. Brian Packer from MGM Resorts- Springfield Construction presented an update on MGM's construction commitments, design commitments, construction workforce and outreach.

Brian noted that construction commitments for veterans are modest but that he is working with the Commission on how to certify Massachusetts businesses as VBEs. He also provided information on a VBE outreach event that was geared toward veteran owned design, engineer, and construction companies.

Brian noted that his July workforce and supplier diversity reports will be the first to include the recommended template changes at last month's meeting. Improvements include the number of apprentice and journeyman on the job, union affiliation, more visibility of subcontractor workforce, and a more detailed payroll breakdown. Furthermore, he expresses MGM's goal of having weekly reports.

Brian addressed Susan Moir's comments from last meeting about Tishman's numbers (High Impact Poor Performance). He states that after a conversation with Tishman he discovers the head manager on the field is a woman. He also adds that workers specific roles will be reported in the new template.

Susan Moir from the Labor Resource Center/Policy Group on Tradeswomen's Issues noted that only Foremen and below should be counted in the workforce diversity numbers. Brian differed and agrees to have a conversation about this issue. Fiore Grassetti from the Pioneer Valley CLC- Ironworkers Local 7 Springfield provided clarification and said if the unions are paying benefits for a worker they are to be counted.

Brian introduced the new MGM website portal where interested parties may find out more information on work and joining a trade. He asks for comments on layout and where to send interested persons for information on unions (an issue that has come up in past meetings). Proposed is that each trade has a point person to refer inquires.

Chairman Marlow agreed to take this question off-line and bring back a recommendation.

Request for the number of construction workforce that are residents of Springfield .

Reports- Wynn

12:03 p.m. Jennie Peterson from Wynn Resorts presented information on Wynn's labor outcomes to date, contractor outcomes to date, and upcoming construction activity.

Jennie highlighted a design and construction networking breakfast targeted towards M/W/VBEs.

As a response to a recommendation brought up in June's AOC meeting, Jennie expressed she reached out to the Boston Society of Architects to discuss strategies for VBE design firm outreach. Also an ad for VBEs was put in a BSA newsletter.

Jennie said she will send out updated workforce tracking templates. Also, Wynn is creating a tracking system to track the effectiveness of their outreach efforts.

Susan asked for clarification on what data will be reported on workforce diversity.

Discussion

12:21 p.m. Director Jill Griffin introduced the meeting's discussion question: *Working in partnership to achieve our collective goals and objectives, what do you think needs to happen to ensure that local community and diverse residents of MA benefit from the construction of the casinos to the maximum extent possible?*

Casino representative expressed the challenge of a lack of full control on hiring the construction workforce and their dependency on unions to hire a diversity workforce. They spoke of bridging the gap between people interested in unions and getting them in a union.

Jason Garand from the New England Carpenters- Local 108 expressed concern for timeline issues. He explained that construction work that will come from a casino will be vast so the need for people to get training from the unions is necessary. With delays in the start of casino construction, the unions have to be mindful that apprentice and journeymen will not start a job for some months. Fiore Grasseti noted the risks and costs of having "green" works in the field.

Jason Garand and Liz Skidmore suggested the coordination of a trip to view the New England Carpenter's Training facility in Millbury, MA.

Liz Skidmore stressed that the casinos make it clear to contractors and subcontractors that having a diverse workforce is not an optional thing. She also stressed the unions need an outreach plan to gain more women and people of color in the trades. She also suggested coordination a meeting with all of the trades and the apprenticeship directors to discuss an outreach plan.

Pam Howland from UMass – Community Works asked if the licensees could recommend that their GC bidders employ Community Works pre-apprentice program graduates on current construction jobs to give the individuals job site experience prior to the casino project.

Susan Moir expressed concern that MGM has not made it clear to subcontractors that a diverse workforce has been a priority from day one. She also expressed concern that the request for a diverse workforce was not put in to the trade unions. Brian Packer, in response, explained those efforts have been made and will continue.

Commissioner Stebbins asked the group about targeting vocational school graduates. A group discussion started about vocational school increasing focus on college rather than trades.

Susan Moir urged the use of "Finishing the Job: Best Practices for a Diverse Workforce in the Construction Industry". The document can be found at:
<http://www.policygroupontradeswomen.org/>

1:17 p.m. Chairman Marlow closed with remarks on how the casino projects can be used as leverage to help create the broader societal goals.

1:20 p.m. Ron Marlow adjourned the meeting.

List of Documents and Other Items Used

1. Access and Opportunity Committee, Notice of Meeting and Agenda dated July 14, 2015
2. June 9, 2015 Access and Opportunity Meeting Minutes
3. May 12, 2015 Access and Opportunity Meeting Minutes
4. MGM Resorts Design/Construction PowerPoint Presentation dated July 14, 2015
5. MGM May Workforce Diversity Report (numbers as of May 31, 2015)
6. MGM June Supplier Diversity Commitment Summary (numbers as of June 30, 2015)
7. Wynn Resorts Design/Construction PowerPoint Presentation dated July 14, 2015