



Charles D. Baker, Governor  
 Karyn E. Polito, Lieutenant Governor  
 Jamey Tesler, MassDOT Secretary & CEO  
 Steve Poflak, General Manager



**MASSACHUSETTS BAY TRANSPORTATION AUTHORITY  
 MEETING OF THE PLANNING AND WORKFORCE DEVELOPMENT AND  
 COMPENSATION SUBCOMMITTEE**

**January 26, 2022 at 8:00 a.m.**

***This meeting was held virtually in accordance with the Order Suspending Certain Provisions of the Open Meeting Law issued by Governor Baker on March 12, 2020. Members participated remotely and had materials provided to them prior to the meeting. Public participation and comment occurred via written communication, voice message and live public comment through conference call.***

***This meeting was broadcast virtually.***

**BOARD MEMBERS  
 PARTICIPATING:**

Chair Thomas Koch, Director Robert Butler, and Director Travis McCready

**OTHERS PRESENT:**

General Counsel Marie Breen, Managing Attorney-Corporate and Regulatory Eileen Fenton, Noah Potash, Esq.

**PRESENTERS PARTICIPATING  
 REMOTELY:**

Director of Labor Relations Ahmad Barnes, Chief Diversity Officer Julian Tynes, Assistant General Manager of Diversity, Equity & Inclusion Jabes Rojas and Chief Human Resources Officer Thomas Waye

**Call to Order by the Chair**

Chair Koch called the meeting of the MBTA's Planning and Workforce Development and Compensation Subcommittee to order at 8:00 a.m.

Noah Potash called the roll of the Members participating, being a quorum of the MBTA's Planning and Workforce Development and Compensation Subcommittee:

**Chair Koch  
 Director Butler**

**Present  
 Present**

**Director McCready      Present**

Chair Koch turned to the approval of the minutes of the November 10, 2021 meeting.

**On motion duly made and seconded, it was by roll call:**

<b>Chair Koch</b>	<b>Yes</b>
<b>Director Butler</b>	<b>Yes</b>
<b>Director McCready</b>	<b>Yes</b>

For Agenda Item 1, Director of Labor Relations Ahmad Barnes delivered a presentation on the Bargaining Unit Workforce.

For Agenda Item 2, Chief Diversity Officer Julian Tynes provided a presentation on the Office of Diversity of Civil Rights (“ODCR”). Chair Koch asked how many complaints are processed by the ODCR’s Investigations Unit. Mr. Tynes said that reports provided to subcommittee members included the number of complaints filed. Director McCready asked whether the overall number of incidents is trending up or down. Mr. Tynes said that the overall trend was downward, although there was a spike during summer 2020, noting that the nature of complaints has changed. Director Butler asked whether most complaints received were internal. Mr. Tynes replied that most were from employees, but said the department also processes complaints from riders.

Assistant General Manager of Diversity, Equity & Inclusion (“DEI”) Jabes Rojas presented on DEI Innovations for Agenda Item 3. Director McCready requested information on union leadership participation in the DEI process and

asked staff to provide more information on the Supplier Diversity Office's role at a future meeting. Chair Koch said that he hoped to spend more time on workforce development and the problem of attracting talent at the next meeting.

Chair Koch asked for a motion to adjourn the meeting.

**On motion duly made and seconded, it was by roll call:**

<b>Chair Koch</b>	<b>Yes</b>
<b>Director Butler</b>	<b>Yes</b>
<b>Director McCready</b>	<b>Yes</b>

**VOTED: to adjourn the meeting of the Planning and Workforce Development and Compensation Subcommittee at 8:57 a.m.**

**Documents relied upon for this meeting:**

- January 26, 2022 Planning and Workforce Development and Compensation Subcommittee Agenda
- Labor Relations-PWDC Subcommittee Update
- MBTA Board Presentation Slides on Internal Ops
- DEI Programming At A Glance 2021 & 2022
- Diversity recruitment and outreach by HR & CX 1.14.22
- 11.10.2021 PWD Meeting Minutes