



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**

May 12, 2022 at 10:00 a.m.

This meeting was held virtually in accordance the law recently signed by the Governor permitting public bodies to continue to hold meetings remotely. Public participation and comment was available 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:

Chief Counsel Kevin Scanlon, and Noah Potash, Esq.

**PRESENTERS PARTICIPATING
REMOTELY:**

Chief Diversity Officer Julian Tynes, Chief Human Resources Officer Tom Waye, Chief Administrative Officer David Panagore, Assistant General Manager of Diversity, Equity, and Inclusion Jabes Rojas

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 10:02 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	Present
Director Butler	Present
Director McCready	Present

Chair Koch turned to the approval of the minutes of the March 10, 2022 meeting.

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

VOTED: to approve the minutes of the March 10, 2022 meeting of the Planning, Workforce Development and Compensation Subcommittee.

Chair Koch	Yes
Director Butler	Yes
Director McCready	Yes

For Agenda Item 1, Chief Diversity Officer Julian Tynes presented a report on the Equal Employment Opportunity Program. Chair Koch asked for a comparison of the MBTA's workforce demographics to statewide demographics. Discussion ensued about the proper metrics and datasets for the comparison. Director Butler asked how current levels of employee complaints compare to historical levels. Mr. Tynes said that staff could provide information for the past five years, noting that complaints are down overall and that certain complaints are referred to mediation.

Chief Human Resources Officer Tom Waye presented Agenda Item 2, an update on Safety Positions. Responding to a question from Director McCready, Mr. Waye said that the Safety Review Report referenced in his presentation details areas for improvement for staffing but does not provide specific numbers. Chief Administrative Officer David Panagore added that staff develop numbers based on the report. Director McCready asked about the disconnect between the number of safety positions added and safety outcomes. Mr. Waye said that beyond hiring, staff are also implementing improved training and maintenance. Mr. Panagore said that the topic warranted further discussion. Director McCready suggested a joint conversation with the Safety subcommittee, and Director Butler expressed support.

Chair Koch said that it would be helpful to address which positions address specific issues. In relation to hiring targets, Chair Koch and Mr. Waye discussed the extent of spillage and backfill between quarterly targets.

In the interest of time, Assistant General Manager of Diversity, Equity, and Inclusion Jabes Rojas's presentation on staff's recommendations on the cadence for recurring reports to the subcommittee on supplier and personnel diversity was deferred to the next meeting.

The final item on the agenda was an executive session to discuss strategy with respect to collective bargaining. Chair Koch said that he had determined, and the general counsel concurred, that the discussion of these matters during an open session may have a detrimental effect on the bargaining position of the MBTA. He added that the subcommittee would not return to open session following the discussion.

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

Chair Koch	Yes
Director Butler	Yes
Director McCreedy	Yes

VOTED: to enter executive session to discuss strategy with respect to collective bargaining at 10:52 a.m.

Documents relied upon for this meeting:

- May 12, 2022 Planning, Workforce Development, and Compensation Subcommittee Agenda
- March 10, 2022 PWDC Meeting Minutes
- Equal Employment Opportunity Program Report for the MBTA 05.12.2022
- PWDC Safety Positions Headcount Deck
- ODCR & DEI content @ PW&D + Board of Directors Sessions