



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



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

June 9, 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:

Director Betsy Taylor, Chief Counsel Kevin Scanlon and Noah Potash, Esq.

**PRESENTERS PARTICIPATING
 REMOTELY:**

Assistant General Manager of Diversity, Equity, and Inclusion Jabes Rojas, Chief Human Resources Officer Tom Waye, Chief Administrative Officer David Panagore, Director of Labor Relations Ahmad Barnes

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 10:00 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	Present
Director Butler	Present
Director McCready	Present

Chair Koch turned to the approval of the minutes of the May 12, 2022 meeting.

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

VOTED: to approve the minutes of the May 12, 2022 meeting of the Planning, Workforce Development and Compensation Subcommittee.

Chair Koch	Yes
Director Butler	Yes
Director McCready	Yes

For Agenda Item 1, Assistant General Manager of Diversity, Equity, and Inclusion Jabes Rojas presented a proposed schedule for updates to the board on supplier and personnel diversity and labor relations issues. Responding to a question from Chair Koch, Ahmad Barnes said that he could include reporting on compensation for executive positions in his July/January updates. Director McCready asked for future contract briefings to include information on the supplier diversity goals for the contract and the commitment of the supplier and asked that future presentations focus on supplier performance compared to commitments. Mr. Rojas said that staff plan on briefing on aggregate supplier performance. Chief Administrative Officer David Panagore said that staff would include the requested information about goals and commitments into individual contract briefings. Director Butler asked staff to check how general contractors have performed on past commitments. Director McCready agreed that past performance is relevant to the assessment of commitments.

Chief Human Resources Officer Tom Waye presented Agenda Item 2, an update on Safety Positions Hiring Progress. Director Butler said it was great to see the expansion of HR and asked if safety personnel conduct “toolbox talks” with employees. Mr. Barnes said that some briefings on safety do happen and that

safety personnel can do more to engage on the trades side. Director McCready commented on the Safety Current Headcount slide, stating that it should be the focus of the conversation as it provides a baseline for hiring during the fiscal year. Director McCready said that there should be additional focus on bus operations, which has the highest number of vacancies. Chair Koch asked if transit police numbers were included in the Safety headcount. Mr. Barnes said that police numbers are separate from the safety review and Mr. Panagore added that the review uses the FTA's specific definition of "safety."

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 McCready	Yes

VOTED: to enter executive session to discuss strategy with respect to collective bargaining at 10:38 a.m.

Note: Director Butler recused himself from the executive session. Chair Koch did not participate in the executive session due to a scheduling conflict.

Documents relied upon for this meeting:

- June 9, 2022 Planning, Workforce Development, and Compensation Subcommittee Agenda
- May 12, 2022 PWDC Meeting Minutes
- ODCR & DEI content @ PW&D + Board of Directors Sessions w calendar view
- PWDC Safety Budgeted Headcount Additions Hires and Vacancies
06.09.2022 FINAL1