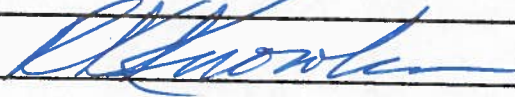


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	RICHARD K. KNOWLES
Title or Position:	DIRECTOR OF LABOR RELATIONS
Agency/Department:	DEPARTMENT OF CONSERVATION AND RECREATION
Agency address:	251 CAKENWAY ST. BOSTON, MA. 02114
Office Phone:	617-626-1284
Office E-mail:	RICHARD.KNOWLES@STATE.MA.US
	<p>In my capacity as a state, county or municipal employee, I am expected to take certain actions in the performance of my official duties. Under the circumstances, a reasonable person could conclude that a person or organization could unduly enjoy my favor or improperly influence me when I perform my official duties, or that I am likely to act or fail to act as a result of kinship, rank, position or undue influence of a party or person.</p> <p>I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.</p>
APPEARANCE OF FAVORITISM OR INFLUENCE	
Describe the issue that is coming before you for action or decision.	I WAS PRESIDENT OF AFSCME LOCAL 2948. THIS LOCAL, AS WELL AS AFSCME LOCAL 3485 REPRESENT CERTAIN EMPLOYEES AT DCR. I AM DIRECTOR OF LABOR RELATIONS AT DCR.
What responsibility do you have for taking action or making a decision?	I INVESTIGATE EMPLOYER COMPLAINTS AGAINST EMPLOYEES, EMPLOYEE COMPLAINTS AGAINST DCR BROUGHT FORTH BY AFSCME CONFLICT RESOLUTIONS AND GRIEVANCES AND VIOLATIONS OF CONTRACTS. I MAKE RECOMMENDATIONS TO DECISION MAKERS.
Explain your relationship or affiliation to the person or organization.	PRIOR TO STEPPING DOWN IN FEBRUARY 2012 AS PRESIDENT OF LOCAL 2948, I WAS A UNION OFFICIAL FOR 17 YEARS AND FORMED RELATIONSHIPS WITHIN AFSCME.
How do your official actions or decision matter to the person or organization?	MY DUTIES WILL BE TO INVESTIGATE AND ADVISE, NOTHING I DO WILL BE UNFAIR, UNJUST, NOR BE DISCRIMINATORY TOWARD THE DCR NOR THE AFSCME UNION.

Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	AS A REPRESENTATIVE OF JCR, I HAVE A DUTY TO PROTECT THE AGENCY AND ITS MISSION. I WILL DO THIS BY BEING FAIR AND OBJECTIVE.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <input checked="" type="checkbox"/> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
Employee signature:	
Date:	10/22/12

Attach additional pages if necessary.

Not elected to your public position – file with your appointing authority.

Elected state or county employees – file with the State Ethics Commission.

Members of the General Court – file with the House or Senate clerk or the State Ethics Commission.

Elected municipal employee – file with the City Clerk or Town Clerk.

Elected regional school committee member – file with the clerk or secretary of the committee.