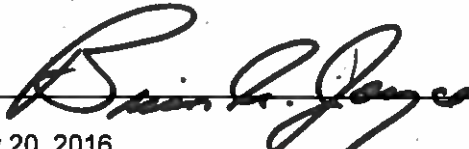


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST  
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

	<b>PUBLIC EMPLOYEE INFORMATION</b>
Name of public employee:	Brian A. Joyce
Title or Position:	State Senator, Norfolk, Bristol and Plymouth District
Agency/Department:	State Senate
Agency address:	Massachusetts State House 24 Beacon Street Boston, MA 02133
Office Phone:	617-722-1643
Office E-mail:	Brian.A.Joyce@masenate.gov
	<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>
	<b>APPEARANCE OF FAVORITISM OR INFLUENCE</b>
Describe the issue that is coming before you for action or decision.	A bill to establish paid family leave in Massachusetts.
What responsibility do you have for taking action or making a decision?	I will be voting on the bill and any amendments to the bill.
Explain your relationship or affiliation to the person or organization.	As an employer in Massachusetts, my company would or could be subject to the provisions of this law.
How do your official actions or decision matter to the person or organization?	My company may be required to make contributions to a trust fund established in the bill, as well as comply with other aspects of the law.
<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	
If you cannot confirm this statement, you should recuse yourself.	<p><b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b></p> <p><u>  X  </u> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.</p>

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2016 JUL 21 PM 12:24

Employee signature:	
Date:	July 20, 2016

**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.**