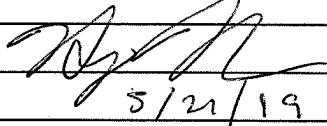


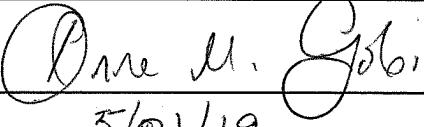
**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

RECEIVED
STATE ETHICS COMMISSION

STATE EMPLOYEE INFORMATION	
Name:	Henry Kahn
Title or Position:	Chief of Staff, Sen. Anne Gobi
State Agency:	Massachusetts Senate
Agency Address:	The State House Boston, MA 02133
Office Phone:	617 722 1540
Office E-mail:	Henry.Kahn@masenate.gov
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
PARTICULAR MATTER	
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter. A proposed amendment to the FY'20 Senate budget would cap the amount of sick leave time that state employees can accrue at 1,000 hours. I am a state employee who accrues sick time.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. I must provide advice or make a recommendation concerning the budget amendment.
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter. <input type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter. <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter.

	<p><input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.</p>
Financial interest in the matter	<p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>If the amendment is adopted and becomes part of the FY'20 budget, the amount of sick time I could accrue would be capped at 1,000 hours.</p>
Employee signature:	
Date:	5/21/19

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Anne Gobi
Title or Position:	State Senator
Agency/Department:	Massachusetts Senate
Agency Address:	the State House Boston, MA 02133
Office Phone:	617 722 1540
Office E-mail:	Anne.Gobi@maseenate.gov
DETERMINATION	
Determination by appointing authority: Write an X by your selection.	<p>As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee.</p> <p><input type="checkbox"/> I am assigning the particular matter to another employee, or</p> <p><input type="checkbox"/> I am assuming responsibility for the particular matter, or</p> <p><input checked="" type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.</p>
Appointing Authority signature:	
Date:	5/21/19
Comment:	

Attach additional pages if necessary.