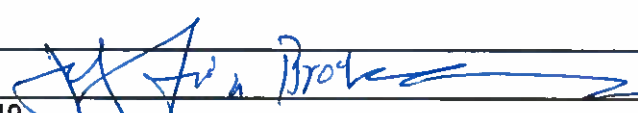



**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

RECEIVED
STATE ETHICS COMMISSION
2010 MAY 21 PM 2:30

| | |
|---|---|
| STATE EMPLOYEE INFORMATION | |
| Name: | Justin Brogan |
| Title or Position: | Legislative Aide, Office of Senator Cindy F. Friedman |
| State Agency: | Massachusetts Senate |
| Agency Address: | The State House Boston, MA 02133 |
| Office Phone: | 617-722-1432 |
| Office E-mail: | Justin.Brogan@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. |

| | |
|----------------------------------|---|
| | <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. |
| Financial interest in the matter | Please explain the financial interest and include a dollar amount if you know it. 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. |
| Employee signature: |  |
| Date: | May 16, 2019 |

DETERMINATION BY APPOINTING OFFICIAL

| | |
|---|---|
| | APPOINTING AUTHORITY INFORMATION |
| Name of Appointing Authority: | Office of Senator Cindy F. Friedman |
| Title or Position: | State Senator |
| Agency/Department: | Massachusetts Senate |
| Agency Address: | State House, Room 413D Boston, MA 02133 |
| Office Phone: | 617-722-1432 |
| Office E-mail | Cindy.Friedman@masenate.gov |
| | DETERMINATION |
| Determination by appointing authority: Write an X by your selection. | 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. <input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <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. |
| Appointing Authority signature: |  |
| Date: | 5/21/19 |
| Comment: | |

Attach additional pages if necessary.