



MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island
33 Taft's Avenue
Boston, MA 02128
STATE ETHICS COMMISSION

2025 APR 18 AM 10:17

Frederick A. Laskey
Executive Director

Telephone: (617) 242-6000
Fax: (617) 788-4899
TTY: (617) 788-4971

April 14, 2025

State Ethics Commission
One Ashburton Place, Room 619
Boston, Massachusetts 02108

Re: MWRA - Disclosures/Determinations Under M.G.L. c. 268A

Dear Sir or Madam:

Enclosed for filing, please find copies of executed disclosure forms pursuant to the provisions of M.G.L. c. 268A, §6, for Frederick Laskey, Executive Director; Carolyn Francisco Murphy, General Counsel; Michele Gillen, Director, Administration; and Wendy Chu, Director, Human Resources, disclosing potential financial interests regarding a review of employee benefits and potential recommendations for changes to policies and practices concerning employee benefits, along with the requisite Appointing Authorities' determinations approving the aforementioned employees' participation in the disclosed actions.

Thank you for your attention to this matter. Please do not hesitate to contact me should you have any questions concerning the enclosed disclosure forms.

Sincerely,

A handwritten signature in blue ink that reads "Kimberley A. McMahon".

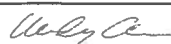
Kimberley A. McMahon
Associate General Counsel
Kimberley.McMahon@mwra.com

Enclosures

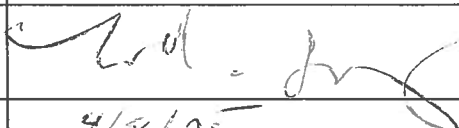
**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

RECEIVED
STATE ETHICS COMMISSION

	STATE EMPLOYEE INFORMATION
Name:	Wendy Chu 2025 APR 18 AM 10:17
Title or Position:	Director, Human Resources
State Agency:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1152
Office E-mail:	Wendy.chu@mwra.com
	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.	To review benefits provided to employees under collective bargaining agreements, discuss and determine whether additional benefits should be provided to non-union managers. The benefits currently under review for such determination include: (1) vacation leave, (2) sick leave, (3) personal leave, (4) bereavement leave, (5) skeleton days, (6) shift differential, (7) standby/on-call pay, (8) overtime, (9) compensatory time, (10) meal reimbursement, (11) longevity pay, (12) sick leave buyback, and (13) tuition reimbursement. It is anticipated that such review will result in a recommendation to the MWRA Board of Directors to add benefits provided to non-union managers, which are likely to include, at a minimum, certain benefits that are provided to unionized employees under collective bargaining agreements.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	To work with senior management and staff in the Human Resources Department, Law Division and Finance Division, to compare and contrast the benefits provided to non-union managers with benefits provided to employees under collective bargaining agreements. My responsibilities include making recommendations to the Executive Director. After reviewing the similarities and differences between such benefits, I anticipate that I will be involved in discussions with senior managers to determine whether the Executive Director should recommend to the Board of Directors that additional benefits be provided to non-union managers. I expect to provide advice to staff and the Executive Director on the matter. If the determination is made to recommend to the Board of Directors that additional benefits be provided to non-union managers, my participation may also include preparing materials for and making a presentation to the Board of Directors for such recommendation and, if approved by the Board of Directors, amending the Holiday, Vacation & Leave Policies and Procedures for non-union managers. I may also be involved with implementation of changes.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<input checked="" type="checkbox"/> X 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	If the aforementioned matter results in a recommendation to amend the policy and provide additional benefits to non-union managers, and/or the Board of Directors votes to amend the policy and provide additional benefits to non-union managers, I may be provided additional benefits under my non-union manager position.

Employee signature:	
Date:	4/8/2025

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Frederick Laskey
Title or Position:	Executive Director
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail	Fred. Laskey@mwra.com
	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:	4/8/25
Comment:	

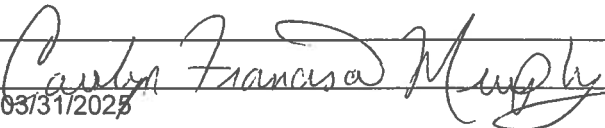
Attach additional pages if necessary.

File copy with:

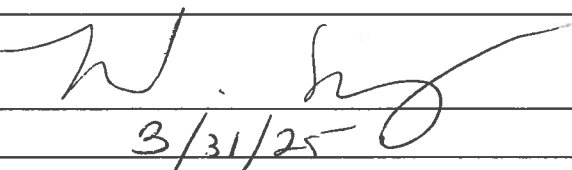
State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108

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

	STATE EMPLOYEE INFORMATION
Name:	Carolyn Francisco Murphy
Title or Position:	General Counsel
State Agency:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-2011
Office E-mail:	Carolyn.Francisco-Murphy@mwra.com
	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.	To review and discuss benefits provided to employees under collective bargaining agreements and determine whether additional benefits should be provided to non-union managers. The benefits currently under review for such determination include: (1) vacation leave, (2) sick leave, (3) personal leave, (4) bereavement leave, (5) skeleton days, (6) shift differential, (7) standby/on-call pay, (8) overtime, (9) compensatory time, (10) meal reimbursement, (11) longevity pay, (12) sick leave buyback, and (13) tuition reimbursement. It is anticipated that such review will result in a recommendation to the MWRA Board of Directors to add benefits provided to non-union managers, which are likely to include, at a minimum, certain benefits that are provided to unionized employees under collective bargaining agreements.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	To work with senior management and staff in the Human Resources Department, Law Division and Finance Division, to compare and contrast the benefits provided to non-union managers with benefits provided to employees under collective bargaining agreements. My responsibilities include making recommendations to the Executive Director. After reviewing the similarities and differences between such benefits, I anticipate that I will be involved in discussions with senior managers to determine whether the Executive Director should recommend to the Board of Directors that additional benefits be provided to non-union managers. I expect to provide advice and counsel to staff and the Executive Director on the matter. If the determination is made to recommend to the Board of Directors that additional benefits be provided to non-union managers, my participation may also include preparing materials for and making a presentation to the Board of Directors for such recommendation and, if approved by the Board of Directors, amending the Holiday, Vacation & Leave Policies and Procedures for non-union managers. I may also be involved with legal analysis and implementation of changes as needed.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<input checked="" type="checkbox"/> X 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	If the aforementioned matter results in a recommendation to amend the policy and provide additional benefits to non-union managers, and/or the Board of Directors votes to amend the policy and provide additional benefits to non-union managers, I may be provided additional benefits under my non-union manager position.

Employee signature:	
Date:	03/31/2025

DETERMINATION BY APPOINTING OFFICIAL


	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Frederick Laskey
Title or Position:	Executive Director
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail	Fred. Laskey@mwra.com
	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:	3/31/25
Comment:	

Attach additional pages if necessary.

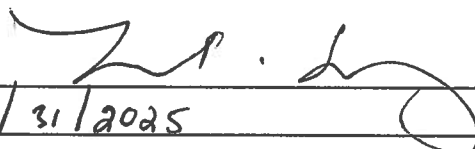
File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108

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

	STATE EMPLOYEE INFORMATION
Name:	Michele Gillen
Title or Position:	Director, Administration
State Agency:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-2550
Office E-mail:	Michele.Gillen@mwra.com
	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.	To review benefits provided to employees under collective bargaining agreements and determine whether additional benefits should be provided to non-union managers. The benefits under review for such determination include: (1) vacation leave, (2) sick leave, (3) personal leave, (4) bereavement leave, (5) skeleton days, (6) shift differential, (7) standby/on-call pay, (8) overtime, (9) compensatory time, (10) meal stipend, (11) longevity pay, (12) sick leave buyback, and (13) tuition reimbursement. It is anticipated that such review will result in a recommendation to the MWRA Board of Directors to add benefits provided to non-union managers that are provided to unionized employees under collective bargaining agreements.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	To work with senior management and staff in the Human Resources Department, Law Division and Finance Division, to compare and contrast the benefits provided to non-union managers with benefits provided to employees under collective bargaining agreements. After reviewing the similarities and differences between such benefits, I anticipate that I will be involved in discussions with senior managers to determine whether to recommend to the Board of Directors that additional benefits be provided to non-union managers. I anticipate assisting in making such determination. If the determination is made to recommend to the Board of Directors that additional benefits be provided to non-union managers, my participation will also include preparing materials for and making a presentation to the Board of Directors for such recommendation and, if approved by the Board of Directors, amending the Holiday, Vacation & Leave Policies and Procedures for non-union managers. I may also be involved with implementation of changes as needed.
	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	If the aforementioned project results in a recommendation to amend the policy, and/or the Board of Directors votes to amend the policy, the amendments may result in greater benefits for non-union positions, including my position.
Employee signature:	
Date:	03/26/2025

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Frederick Laskey
Title or Position:	Executive Director
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail	Fred.Laskey@mwra.com
	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:	3/31/2025
Comment:	

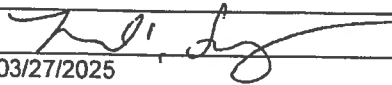
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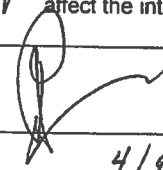
State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108

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

	STATE EMPLOYEE INFORMATION
Name:	Frederick Laskey
Title or Position:	Executive Director
State Agency:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail:	Fred.Laskey@mwra.com
	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.	To review benefits provided to employees under collective bargaining agreements and determine whether additional benefits should be provided to non-union managers. The benefits currently under review for such determination include: (1) vacation leave, (2) sick leave, (3) personal leave, (4) bereavement leave, (5) skeleton days, (6) shift differential, (7) standby/on-call pay, (8) overtime, (9) compensatory time, (10) meal reimbursement, (11) longevity pay, (12) sick leave buyback, and (13) tuition reimbursement. It is anticipated that such review will result in a recommendation to the MWRA Board of Directors to add benefits provided to non-union managers, which are likely to include, at a minimum, certain benefits that are provided to unionized employees under collective bargaining agreements.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	To work with senior management and staff in the Human Resources Department, Law Division and Finance Division, to compare and contrast the benefits provided to non-union managers with benefits provided to employees under collective bargaining agreements. My responsibilities include making recommendations to the Board of Directors. After reviewing the similarities and differences between such benefits, I anticipate that I will be involved in discussions with senior managers to determine whether I should recommend to the Board of Directors that additional benefits be provided to non-union managers. If the determination is made to recommend to the Board of Directors that additional benefits be provided to non-union managers, my participation will also include preparing materials for and making a presentation to the Board of Directors for such recommendation and, if approved by the Board of Directors, amending the Holiday, Vacation & Leave Policies and Procedures for non-union managers. I may also be involved with implementation of changes as needed.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<input checked="" type="checkbox"/> X 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	If the aforementioned matter results in a recommendation to amend the policy and provide additional benefits to non-union managers, and/or the Board of Directors votes to amend the policy and provide additional benefits to non-union managers, I may be provided additional benefits under my non-union manager position as Executive Director.

Employee signature:	
Date:	03/27/2025

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Rebecca Tepper
Title or Position:	Chair, Board of Directors
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail	Rebecca.L.Tepper@mass.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:	4/8/25
Comment:	

Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108