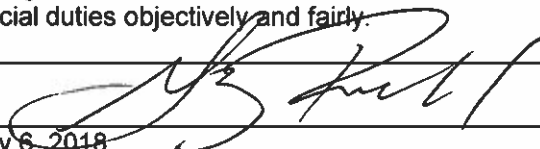


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	George J. Russell
Title or Position:	City Councilor
Agency/Department:	City Council
Agency address:	455 Main St, City Hall, Worcester, MA 01608
Office Phone:	
Office E-mail:	Russellg@worcesterma.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>
APPEARANCE OF FAVORITISM OR INFLUENCE	
Describe the issue that is coming before you for action or decision.	Various votes for Workers represented by Teamster Local 170
What responsibility do you have for taking action or making a decision?	City Council vote
Explain your relationship or affiliation to the person or organization.	I have been involved as a realtor for the Agency Affiliated with and known as Teamsters Health and Welfare Fund
How do your official actions or decision matter to the person or organization?	The Teamsters Unions may represent city employees but City Council is not involved in personnel matters

2018 FEB - 7 AM 9:38
Worcester City Clerk

Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	Only budget issues not personnel issues
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <input 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:	February 6, 2018

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.

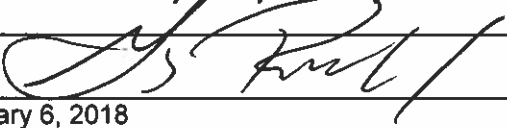
Elected municipal employee – file with the City Clerk or Town Clerk.

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

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APPEARANCE OF FAVORITISM OR INFLUENCE	
Describe the issue that is coming before you for action or decision.	Various votes to encourage home ownership in Worcester
What responsibility do you have for taking action or making a decision?	City Council vote
Explain your relationship or affiliation to the person or organization.	I am a Real Estate Broker
How do your official actions or decision matter to the person or organization?	I am one of thousands of Mass Licensed Real Estate Agents in MA that may be helped when more folks buy homes

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Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	Only one of Thousands of Realtors
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <input 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:	February 6, 2018

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Form revised July, 2012