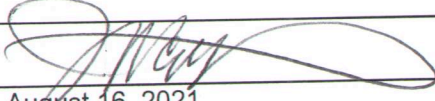


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	Atty. John M. (Jack) Collins
Title or Position:	Town's Special Labor Counsel
Agency/Department:	Board of Selectmen
Agency address:	Town Hall 1059 State Road PO Box 278 West Tisbury, MA 02575
Office Phone:	(508) 696-0102
Office E-mail:	townadmin@westtisbury-ma.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.	<p>I anticipate being asked questions by various boards and committees about the lawfulness of imposing a requirement that Town employees be vaccinated against COVID-19.</p> <p>Since my daughter holds the part-time position of Assistant Animal Control Officer, were it not for the fact that she has already been vaccinated she could be affected by any action taken by the appointing authority, here the Board of Selectmen, were they to vote to mandate vaccination of Town employees.</p>
What responsibility do you have for taking action or making a decision?	<p>I provide information to Town officials on labor and employment matters. As regards the ability of the Town or its various appointing authorities to mandate COVID-19 vaccination of Town employees, I have provided guidance on this for more than a year throughout the state and even nationally. The law allows such a mandate, so long as an employee with legitimate religious or medical objections can be exempt – consistent with the ability to perform the essential functions of the position, etc.</p> <p>Nothing I say or do should have any impact on my daughter's employment.</p>
Explain your relationship or affiliation to the person or organization.	See previous answer.
How do your official actions or decision matter to the person	Town government officials consider my opinions on labor and employment issues when making decisions or taking action involving Town employees.

or organization?	
Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	I have provided numerous opinions to multiple towns and government officials in this state and elsewhere, as well as writing articles and memos on the topic of mandating COVID-19 vaccinations. The fact that my adult daughter has a part-time position as the Assistant Animal Control Officer will not influence my opinion. In fact, she has already received the vaccination. There will be no impact on her income, tenure or other conditions of employment by anything I do or say in connection with the Town's ability to mandate vaccinations by Town employees.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <input checked="" 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:	August 16, 2021

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.