The Commonwealth of Massachusetts

STATE ELECTION OFFICIAL

ABSENTEE

BOURNE Pcts. 1, 2, 7

BALLOT

53/53

Tuesday, November 4, 2014

To vote for a candidate, fill in the oval
to the right of the candidate's name. To vote for a person not on the ballot, write the person's name and residence in the blank space provided and fill in the oval.

	-	
SENATOR IN CONGRESS	COUNCILLOR	REGIONAL TECHNICAL SCHOOL COMMITTEE
EDWARD J. MARKEY Democratic	JOSEPH C. FERREIRA Democratic	THOMAS PAUL CORRIVEAU
7 Townsend St., Malden Candidate for Re-election BRIAN J. HERR	7 Thomas Dr. Somerset DO NOT YOTE IN THIS SPACE.	25 Braeburn Ct. Falmouth Candidate for Re-election DO NOT VOTE IN THIS SPACE.
31 Elizabeth Rd. Hopkinton DO NOT VOTE IN THIS SPACE.	USE BLANK LINE BELOW FOR WRITE-IN.	USE BLANK LINE BELOW FOR WRITE-IN.
USE BLANK LINE BELOW FOR WRITE-IN.	WRITE-IN SPACE ONLY	WRITE-IN SPACE MAY
WRITE-IN SPACE ONLY	0	REGIONAL TECHNICAL SCHOOL COMMITTEE
■ GOVERNOR	SENATOR IN GENERAL COURT	MICHAEL D. DEGAN
AND LIEUTENANT GOVERNOR	PLYMOUTH & BARNSTABLE DISTRICT Vote for ONE VINNY M. deMACEDO ********** Republican	10 Raymond St., Sandwich Candidate for Re-election DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.
BAKER and POLITO Republican	S25 Ship Pond Rd., Plymouth MATTHEW C. PATRICK ******* Democratic 24 Collins Rd. Falmouth	WRITE-IN SPACE ONLY
COAKLEY and KERRIGAN Democratic	HEATHER M. MULLINS Libertarian 480 County Rd. Bourne	
FALCHUK and JENNINGS + United Independent Party	DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	REGIONAL TECHNICAL SCHOOL COMMITTEE UPPER CAPE DO (4 YEARS) WARSHAM Vote for ONE
LIVELY and SAUNDERSIndependent	WRITE-IN SPACE ONLY	DOMNIC A. CAMMARANO, JR
McCORMICK and POSTIndependent		DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.
DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	DEDDECENTATIVE IN CENTERAL COURT	WRITE-IN SPACE DNLY
WRITE-IN SPACE ONLY	REPRESENTATIVE IN GENERAL COURT FIFTH BARNSTABLE DISTRICT Vote for ONE	
	RANDY HUNT	OUEDTION 4
ATTODNEY CENEDAL	MATTHEW M. TERRY Democratic	QUESTION 1 LAW PROPOSED BY
ATTORNEY GENERAL Vote for ONE	DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITEN.	INITIATIVE PETITION
MAURA HEALEY Democratic 40 Wirthrop St., Boston	ARRITE-IN SPACE ONLY	Do you approve of a law summarized below, on which no vote was taken by the
JOHN B. MILLER Republican 40 Westland Ave., Winchester		Senate or the House of Representatives on
DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.		or before May 6, 2014? SUMMARY
WRITE-IN SPACE ONLY	DISTRICT ATTORNEY CAPE & ISLANDS DISTRICT Vote for ONE	This proposed law would eliminate
	MICHAEL D. O'KEEFE +++++++ Republican 2 Windy Pine Ln., S. dwich Candidate for Re-election	the requirement that the state's gasoline tax, which was 24 cents per gallon as of
	RICHARD G. BARRY Democratic 20 Highland Me., Barnstable	September 2013, (1) be adjusted every year
SECRETARY OF STATE Vole for ONE	DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	by the percentage change in the Consumer
WILLIAM FRANCIS GALVIN +++++ Democratic 46 Lake St., Boston Candidate for Re-election	WRITE-IN SPACE DNLY	Price Index over the preceding year, but (2) not be adjusted below 21.5 cents per gallon.
DAVID D'ARCANGELO Republican 183 Bainbridge St., Malden	WHITE-IN STACE UNCT	A YES VOTE would eliminate the
DANIEL L. FACTOR Green-Rainbow	·	requirement that the state's gas tax be adjusted annually based on the Consumer
DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	REGISTER OF PROBATE BARNSTABLE COUNTY Vote for ONE	Price Index.
WRITE-IN SPACE OM	ANASTASIA WELSH PERRINO + + + Republican 37 Island St., Dennis Candidate for Re-election	A NO VOTE would make no change in the laws regarding the gas tax.
	DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	YES C
	WRITE-IN SPACE DNLY WRITE-IN SPACE DNLY	NO C
TREASURER Vole for ONE		
DEBORAH B. GOLDBERG 37 Hyslop Rd., Brookline		ŀ
MICHAEL JAMES HEFFERNAN ++ Republican 244 Grove St., Wellesley	COUNTY COMMISSIONER BARNSTABLE COUNTY Vole for ONE	QUESTION 2 Law proposed by initiative
IAN T. JACKSON	LEO G. CAKOUNES Republican	PETITION
DO NOT TOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	MARK R. FOREST Democratic 83 Indian Memorial Dr., Yarmouth	Do you approve of a law summarized
WRITE-IN SPACE DNAY	DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	below, on which no vote was taken by the Senate or the House of Representatives on
	WRITE-IN SPACE ONLY	or before May 6, 2014?
		SUMMARY This proposed law would expand the
AUDITOR Vote for ONE		state's beverage container deposit law, also
SUZANNE M. BUMP Democratic 409 Noch Plain Rd., Great Barrington Candidate for Re-election	BARNSTABLE ASSEMBLY DELEGATE BOURNE Vote for ONE	known as the Bottle Bill, to require deposits on containers for all non-alcoholic non-
PATRICIA S. SAINT AUBIN Republican 6 Shady Way, Norlolk	LINDA M. ZUERN	carbonated drinks in liquid form intended
MK MERELICE	DO NOT YOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.	for human consumption, except beverages primarily derived from dairy products, infant
DO NOT VOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN.		formula, and FDA approved medicines. The
	WRITE-IN SPACE ONLY	proposed law would not cover containers made of paper-based biodegradable material
WRITE-IN SPACE ONLY		and aseptic multi-material packages such
	You may vote for every position on the Upper Cape Cod Regional Technical School District Committee, regardless of where you reside in the District.	as juice boxes or pouches.
REPRESENTATIVE IN CONGRESS NINTH DISTRICT Vote for ONE	The government is an Unable.	The proposed law would require the state Secretary of Energy and Environmental
WILLIAM RICHARD KEATING Democratic	REGIONAL TECHNICAL SCHOOL COMMITTEE	Affairs (EEA) to adjust the container
JOHN C. CHAPMAN	JULIE A. WING	deposit amount every five years to reflect (to the nearest whole cent) changes in the
81 Holway St., Chatham	51 Thorne Rd., Bourne Candidate for Re-election	consumer price index but the value could

not be set below five cents.

CONTINUE ON BACK

VOTE BOTH SIDES

The proposed law would increase the minimum handling fee that beverage distributors must pay dealers for each properly returned empty beverage container, which was 2½ cents as of September 2013, to 3½ cents. It would also increase the minimum handling fee that bottlers must pay distributors and dealers for each properly returned empty reusable beverage container, which was 1 cent as of September 2013, or 35 cents. The Secretary of EEA would review the fee amounts every five years and make appropriate adjustments to reflect changes in the consumer price index as well as changes in the consumer price index as well as changes in the consumer price index as well as changes in the constructed by redemption centers. The proposed law defines a redemption center as any business whose primary purpose is the redemption of beverage containers and that is not ancillary to any other business.

The proposed law would direct the Secretary of EEA to issue regulations allowing small dealers to seek exemptions from accepting empty deposit containers. The proposed law would define small dealer as any person or business, including the operator of a vending machine, who sells beverages in beverage containers to consumers, with a contiguous retail space of 3,000 square feet or less, excluding office and stock room space; and fewer than four locations under the same ownership in the Commonwealth. The proposed law would require that the regulations consider at least the health, safety, and convenience of the public, including the distribution of dealers and redemption centers by population or by distance or both.

The proposed law would set up a state Clean Environment Fund to receive certain unclaimed container deposits. The Fund would be used, subject to

appropriation by the state Legislature, to support programs such as the proper management of solid waste, water resource protection, parkland, urban forestry, air quality and climate protection.

The proposed law would allow a dealer, distributor, redemption center or bottler to refuse to accept any beverage container that is not marked as being refundable in Massachusetts

The proposed law would take effect on April 22, 2015.

A YES VOTE would expand the state's beverage container deposit law to require deposits on containers for all non-alcoholic, non-carbonated drinks with certain exceptions, increase the associated handling fees, and make other changes to the law.

A NO VOTE would make no change in the laws regarding beverage container deposits.

YES

QUESTION 3 LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014? SUMMARY

(his proposed law would (1) prohibit the Massachusetts Garning Commission from issuing any license for a casino or other garning establishment with agnes and slot machines, or any license for a garning establishment with slot machines; (2) prohibit any such casino or slots garning under any such

see by at the Commission might have issued before the proposed law took effect; and (3) prohibit wagering on the simulcasting of live greyhound races.

The proposed law would change the definition of "illegal gaming" under Massachusetts law to include wagering on the simulcasting of live greyhound. has table games and slot machines at Commission-licensed casinos, and slot machines at other Commission-licensed gaming establishments. This would make those types of gaming subject to existing state laws providing criminal penalties for, or otherwise regulating or prohibiting, activities involving illegal gaming.

The proposed aw states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit casinos, any gaming establishment with slot machines, and wagering on simulcast greyhound races. A NO VOTE would make no change in the current laws regarding gaming.

NO

QUESTION 4 LAW PROPOSED BY INITIATIVE PETITION

as taken by the Senate or the House of Representatives on or before May 6, 2014? Do you approve of a lay narized below, on which no vote was take

This proposed law would entitle employees in Massachusetts to earn and use sick time according to certain conditions.

Employees who work for employers having eleven or more employees could earn and use up to 40 hours of paid sick time per calendar year, while employees working for smaller employers could earn and use up to 40 hours of unpaid sick time per calendar year.

employees working for smaller employers could earn and use up to 40 hours of unpaid sick time per calendar year.

An employee could use earned sick line if required to miss work in order (1) to care for a physical or mental illness, injury or medical condition affecting the employee or the employee's child, spouse, parent, or parent of a spouse; (2) to attend routine medical appointments of the employee or the employee's dependent child. Employees would earn one hour of sick time for every 30 hobs worked, and would begin accruing those hours on the date of hire or on July 1, 2015, whichever is later. Employees could begin to use earned sick time on the 90th day after hire.

The proposed law would cover both private and public employers, except that employees of a particular city or town would be covered only if, as required by the state constitution, the proposed law were made applicable by local or state legislative vote or by appropriation of sufficient funds to pay for the benefit.

by the state constitution, the proposed law were made applicable by local or state legislative vote or by appropriation of sufficient funds to pay for the benefit. Earned paid six this me would be compensated at the same fundry rate paid to the employee when the sick time is used.

Employees could carry over up to 40 hours of unused sick time to the next calendar year, but could not use more than 40 hours in a calendar year.

Employers would not have to pay employees for unused sick time to the end of their employeement. If an employee missed work for a reason eligible for earned sick time, but agreed with the employee would not have to use earned sick time, but agreed with the employee would not have to use earned sick time for the missed time, and the employer would not have to pay for that missed time. Employers would be prohibited from requiring such an employee to work additional hours to make up for missed time, or to find a replacement employee.

Employers could require certification of the need for sick time it a remployee used sick time for more than 24 consecutively scheduled work hours. Employers could not delay the taking of or payment for earned sick time because they have not received the certification. Employees would be prohibited from interfering with or retaliation because they have not received the certification. Employees would be prohibited from interfering with or retaliation because they have not received the certification of the more than 24 consecutively scheduled work hours.

Employers would be prohibited from interfering with or retaliation because they have not received the certification from retaliation hased temployer would be prohibited from interfering with or retaliation because they have not received the certification.

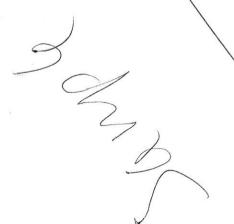
Employers would be prohibited from interfering with or retaliating based on an employee's exercise of earned sick time rights, and from retaliating based on an employee's support of another employee's exercise of such rights.

The proposed law would not override employers' obligations under any contractor benefit plan with more generous provisions than those in the proposed aw. Employers that have their own policies providing as much paid time off, usable for the same purposes and under the same conditions, as the proposed law would not be required to provide additional paid sick time.

The Attorney Ceneral would enforce the proposed law, using the same enforcement productes applicable to other state wage laws, and employees could file suits in court to enforce their earned sick time rights. The Attorney General would have to prepare a multilingual notice regarding the right to earned sick time, and employers would be required to post the notice in a conspicuous location and to provide a copy to employees. The state Executive Office of Health and Human Services, in consultation with the Attorney General, would develop a multilingual outreach program to inform the public of the availability of earned sick time.

The proposed law would take effect on July 1, 2015, and states that if any of its parts were declared invalid, the other parts would stay in effect. A YES VOTE would entitle employees in Massachusetts to earn and use sick time according to be tain conditions.

A NO VOTE would make no change in the laws regarding earned sick time.



YOU HAVE NOW COMPLETED VOTING

The Commonwealth of Massachusetts

STATE ELECTION OFFICIAL

ABSENTEE

BOURNE Pcts. 3-6



BALLOT

26/26

Tuesday, November 4, 2014

write the person's name and resid	ence in the blank space provided and fill in	the oval.	ot,
SENATOR IN CONGRESS Vole for ONE EDWARD J. MARKEY	REPRESENTATIVE IN CONGRESS SITTING STRICE WILLIAM RICHARD KEATING Describe STRICE S	You may note for every position on the libber Cape Cod Registral Inchmiss Shored Desiric Continues, regulates of where put may fin the Ottobic. REGIONAL TECHNICAL SCHOOL COMMITTEE LIBERT CODE (1 1936) BOARD Vote for ONE JULIE A. WINGE ST Thorner AL, Board On Styl You're but miss SPACE. USE MARKS LINE SELLOW FOR WHITE-IN SPACE DIANY WASTER-IN SPACE DIANY WASTER-IN SPACE DIANY	
GOVERNOR AND LIEUTENANT GOVERNOR Vote for ONE BAKER and POLITO	COUNCILLOR FIRST DISTRICT JOSEPH C. FERREIRA	PESIONAL TECHNICAL SCHOOL COMMITTEE Vote for ONE THOMAS PAUL CORRUPTEAU. 25 thato. In C. Fatto. In C. Gradier to Relation C. Fatto. In	
ATTORNEY GENERAL MAURA HEALEY Democratic Democratic DOHN B. MILLER Republican DOHN B. MILLER Republican DOWN B. W. W. W. Charles J. A. W. W. W. Charles J. W. W. W. Charles J. W. W. Charles J. W. W. W. Charles J. W. W. W. Charles J. W.	ACCOINS M. FRINDOM HEATHER M. MULLINS. Ubertarian MID Cours No. Boure USE BLASK LINE BELOW FOR WAITE-IN. WRITE-IN SPACE CMAY REPRESENTATIVE IN GENERAL COURT THERD DANISTABLE DISTRICT Vote for ONE DAVID T. VICENA. Repablican	REGIONAL TECHNICAL SCHOOL COMMITTEE UPRESPECCO (1925) NASARAM Vols (of ONE DOMINICA. CAMMARANA (C. CAMMARANA) ZV. West Bind. (Neverns USE BLANK LINE BELOW FOR WRITE-IN. WRITE-IN SPACE ONLY	0 0
SECRETARY OF STATE WILLIAM FRANCIS GALVIN Breageful 6 Lare St. Boson DAVID D'ARCANGELO Specializa 18 Berordog St. Malein DANIEL L. FACTOR Specializa 10 Orno Rd. Accor 0 ONOT YOTE IN THIS SPECE. USE BLANK LINE SELEW FOR WRITE-IN. WRITE-IN SPACE OILLY TREASURED DEBORAH B. GOLDBERG Democratic Democratic Democratic	ON NOT YOUR IN THIS SPACE. OSE RAME LINE BELOW FOR WHITE HE SPACE OBLY WRITE-IN SPACE OBLY DISTRICT ATTORNEY CAPE & BELANGS DISTRICT MICHAEL D. O'KEFFE	QUESTION 1 LAW PROPOSED BY INITIATIVE PETITION Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014? SUMMARY This proposed law would eliminate the requirement that the state's gasoline tax, which was 24 cents per gallon as of September 2013, (1) be adjusted every year by the percentage change in the Consumer Price Index over the preceding year, but (2) not be adjusted below 21.5 cents per gallon. A YES VOTE would eliminate the requirement that the state's gas tax be	
MICHAEL/JAMES HEFFERNAN + Republican (ACROS S/Molesia) IANT JACKSON - Green-Rainbow DO NOT WOTE IN THIS SPACE. USE BLANK LINE BELOW FOR WRITE-IN. WHOTE-ON SPACE ONLY WHOTE-ON SPACE ONLY	REGISTER OF PROBATE BARNISTABLE COUNTY Vole for ONE ANASTASIA WELSH PERRINO Republican 37 hand St. Bernis ONE ONE WORTE IN THIS SPACE. USE BLANK LINE SELDOF FOR WAITE-IN. WRITE-IN SPACE CHAY WRITE-IN SPACE COLLY	adjusted annually based on the Consumer Price Index. A NO VOTE would make no change in the laws regarding the gas tax. YES NO	0 0
AUDITOR SUZANNE M. BUMP. Democratic SOF Noon Pain Rd. Cent Bellergen Candidate for Re-elector ATRICIA S. A. S. AINT AUBIN Republican Stade Plans, Decoder White Pain L. Republican ON NOT YOTE IN THIS SPACE. USE RANK LINE SELOW FOR WRITE-IM. WHITE-IM SPACE ORAY	COUNTY COMMISSIONER BARKSTARLE COUNTY LEG G. CARCUNES LEG G. CARCUNES LOST STORM FRANCE MARK R. FOREST DO NOT YOTE OR THIS SPACE. USE BLANK LINE SELOW FOR WRITE-IN. WRITE-N SPACE DMAY	QUESTION 2 LAW PROPOSED BY INITIATIVE PETITION Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014? SUMMARY	
	BARNSTABLE ASSEMBLY DELEGATE SOUNCE Vote for ONE LINDA M. ZUERN ON THE WAY OF	This proposed law would expand the state's beverage container deposit law, also known as the Bottle Bill, to require deposits on containers for all non-alcoholic non-carbonated drinks in liquid form intended for human consumption, except beverages primarily derived from dairy products, infant formula, and FDA approved medicines. The proposed law would not cover containers	

VOTE BOTH SIDES

CONTINUE ON BACK

made of paper-based biodegradable material and aseptic multi-material packages such as juice boxes or pouches The proposed law would require the state Secretary of Energy and Environmental Affairs (EEA) to adjust the container deposit amount every five years to reflect (to the nearest whole cent) changes in the consumer price index, but the value could not be set below five cents The proposed law would increase the minimum handling fee that beverage distributors must pay dealers for each properly returned empty beverage container, which was 2½ cents as of September 2013, to 3½ cents. It would also increase the minimum handling fee that bottlers must pay distributors and dealers for each properfyreturnedempty reusable beverage container, which was 1 centas of September 2013, to 3½ cents. The Secretary of EA would review the fee amount severy five years and make appropriate adjustments to reflect changes in the consumer price index as well as changes in the costs incurred by redemption centers. The proposed law defines a redemption center as any business whose primary purpose is the redemption of beverage containers and that is not ancillary to any other business.

The proposed law would direct the Secretary of EEA to issue regulations allowing small dealers to seek exemptions from accepting empty deposit containers. The proposed law would define small dealer as any person or business, including the operator of a vending machine, who sells beverages in beverage containers to consumers, with a contiguous retail space of 3,000 square feet or less, excluding office and slock room space; and fewer than todr locations under the same ownership in the Commonwealth. The proposed law would require that the regulations consider at least the health, safety and convenience of the public, including the distribution of dealers and redemption centers by population or by distance or both.

The proposed law would set up a state Clean Environment Fund to receive certain unclaimed container deposits. The Fund would be used subject to appropriation by the state Legislature, to support programs such as the proper management of solid waste, water resource protection, parkland, drban forestry, quality and climate protection The proposed law would allow a dealer, distributor, redemption center or bottler to refuse to accept any beverage container that is not marked as being efundable in Massachusetts. The proposed law would take effect on April 22, 2015. A YES VOTE would expand the state's beverage container deposit law to require deposits on containers for all non-alcoholic, non-carbonated drinks with certain exceptions, increase the associated handling fees, and make other changes to the law. A NO VOTE would make no change in the laws regarding beverage container deposits. OUESTION 3 LAW PROPOSED BY **INITIATIVE PETITION** Do you approve of a law summarized below, on which no vote was ta en by the Senate or the House of Representatives on or before May 6, 2014? SUMMARY This proposed law would (1) prohibit the Massachusetts Gaming Commission from issuing any ficense for a casino or other gaming establishment with table games and slot machines, or any license for a gaming establishment with slot machines; (2) frohibit any such casino or slots gaming under any such licenses that the Commission might have issued before the proposed law took effect; and (3) printible wagering on the simulcasting of live greyhound races.

The proposed law would change the definition of "illegal gaming" under Massachusetts haw to include wagering on the simulcasting of live greyhound. races, as well as table games and sold machines at Commission-licensed casions, and slot/machines at other Commission-licensed gaming stablishments.

This would make those types of gaming subject to existing state laws providing crimnal penalties for, or otherwise regulating or prohibiting, activities involving illegal gaming.

The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect. A YES VOTE would prohibit casinos, any gaming establishment with slot pachines, and wagering on simulcast greyhound races. A NO VOTE would make no change in the current laws regarding gaming. NO QUESTION 4 LAW PROPOSED BY INITIATIVE PETITION Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014? SUMMARY This proposed law would entitle employees in Massachusens to earn and use sick time according to certain conditions.

Employees who work for employers having eleven or prore employees could earn and use up to 40 hours of paid sick time per calendar year, while employees working for smaller employers could earn and use up to 40 hours of unpaid sick time per calendar year. An employee could use earned sick time if required to miss work in order (1) to care for a physical or mental illness, injury or medical condition affecting the employee's child, spouse, parent, or parent of a spouse; (2) to attend routine medical appointments of the employee's child, spouse, parent, or parent of a spouse; or (3) to address the effects of domestic violence on the employee's dependent child. Employees would earn one hour of sick time for every 30 hours worked, and would begin accruing those hours on the date of hire or on July 1, 2015, whichever is later. Employees could begin to use earned sick time on the 90th day after hire. Employees could begin to use earned sick time of the 90th day after hire.

The proposed law would cover both private and public employers, except that employees of a particular city or town would be covered only if, as required by the state constitution, the proposed law were made applicable by local or state legislative vote or by appropriation of sufficient funds to pay for the benefit. Earned paid sick time would be compensated at the same hourly rate paid to the employee when the sick time is used.

Employees would carry over up to 40 hours of unused sick time to the next calendar year, but could not use more than 40 hours in a calendar year. Employers would not have to pay employees for unused sick time at the end of their employement. If an employee missed work for a reason eligible for earned sick time, but agreed with the employer to work the same number of hours or shifts in the same or next pay period, the employee would not have to use earned sick time. Employers would be prohibited from requiring such an employee laws to definite a hours to employer would not have to pay for that missed time. suck time for the missed unite, analysis employee to work additional hours to pay for fart missed time. Employers would be prohibited from requiring such an employee to work additional hours to make up for missed time, or to find a replacement employee.

Employers could require/certification of the need for sick time if an employee used sick time for more than 24 consecutively scheduled work hours. Employers could not delay the taking of or payment for earned sick time because they have not received the certification. Employees would have to make a good faith effort to notify the employer in advance if the need for earned sick time is foreseeable.

Employers would be prohibited from interfering with or retaliating based on an employee's exercise of earned sick time rights, and from retaliating based on an employee's useful of account provided in exercise of earned sick time rights, and from retaliating based on an employee's useful of account provided in exercise of earned sick time rights. on an employee's support of another employee's exercise of such rights.

The proposed Jaw would not override employers' obligations under any contract or benefit plan with more generous provisions than those in the proposed law. Employers that have their own policies providing as much paid time off, usable for the same purposes and under the same conditions, as the proposed law would not by required to provide additional paid sick time. The Attorrey General would enforce the proposed law, using the same enforcement procedures applicable to other state wage laws, and employees could file suits in court o enforce their earned sick time rights. The Attorney General would have to prepare a multilingual notice regarding the right to earned sick time, and employers would be required to post the notice in a conspicuous location and to provide a copy to employees. The state Executive Office of Health and Human Services in consultation with the Attorney General, would develop a multilingual outreach program to inform the public of the availability of earned sick time. The proposed law would take effect on July 1, 2015, and states that if any of its parts were declared invalid, the other parts would stay in effect. A YES VOTE would entitle employees in Massachusetts to earn and use sick time according to certain conditions YES A NO VOTE would make no change in the laws regarding earned sick time. NO

YOU HAVE NOW COMPLETED VOTING