



## **Democratic State Committee Meeting**

*January 28, 2021 | Meeting Minutes*

Prior to calling the meeting to order, Massachusetts Democratic Party Chair Gus Bickford welcomed members to the virtual meeting and reviewed rules of engagement and etiquette for the call. The Chair reviewed the check in process for the meeting, reminding members to check into the meeting via email or through the link in the chat and confirm their attendance was recorded at [massdems.org/dscmeeting](https://massdems.org/dscmeeting).

The Chair called the meeting to order at 7:00 p.m., and since the committee was checking in via Google form, dispensed with the roll call. The Chair then noted that the committee received one correction to the minutes from the November meeting. Terry Altherr noted that the Chair's vote in the minutes reflected the total vote before the ballot curing process agreed upon by all candidates. The minutes were amended to reflect the vote total: Bickford, 239 votes; Massie, 53 votes; and Lake, 88 votes.

The Chair delivered welcome remarks, highlighting the work of the committee over the 2020 election cycle and the 2021 Senate runoff election in Georgia. The Chair discussed the agenda of the meeting, which included reviewing recommendations outlined in the review conducted by Attorney Cheryl Jacques and hearing from new subcommittee chairs following the November Chair's election.

The Chair recognized Mike Lake, who made a point of order. Lake clarified that members would be able to unmute themselves for points of privilege. The Chair then recognized David Albright, who clarified that members would be able to unmute themselves during subcommittee reports.

The Chair recognized Mike Lake, who motioned to amend the agenda, tabling items regarding the recommendations outlined in the review conducted by Attorney Jacques to be considered at a special meeting in two weeks. Keri Rodrigues seconded the motion. The Chair distributed ballots via email and the chat function.

While balloting occurred, the Chair recognized Senator Ed Markey. Senator Markey thanked the state committee for their work throughout the 2020 election cycle and looked forward to passing progressive legislation as part of the Democratic Senate majority. Following Senator Markey's remarks, the Chair conducted a moment of silence for Dick Kendall and Ron Valerio, two members who had passed since the last meeting.



The Chair recognized Treasurer Kathy Gasperine to deliver the Treasurer's report. Due to the COVID-19 pandemic, the committee's income and expenses were less than anticipated. The Chair recognized Tina Shinnick, who asked a question regarding the expenses of the Democratic National Convention. Gasperine clarified that delegates were provided with printed materials and memorabilia from the drive-in event the committee hosted after the national convention was significantly scaled down.

The Chair recognized Keri Rodrigues, who asked for clarification regarding the amount spent on scholarship and internship stipends in 2020. The Chair explained that the committee was unable to offer internship opportunities due to the COVID-19 pandemic, and therefore spent less than the approved amount. The Chair also clarified that the internship program would be reinstated in 2021.

The Chair recognized Robert LeBlanc, who moved to accept the report, and was seconded by Adeline Bee. The Chair again recognized Gasperine, who announced that former Treasurer Steve Grossman and Democratic operative Tracey Lewis would be the 2021 recipients of the Franklin Delano and Eleanor Roosevelt awards, and that the annual reception would take place virtually on June 2, 2021. The report was accepted.

The Chair announced the results of the ballot to amend the agenda: 76 voted in the affirmative, 203 voted in the negative, and 7 abstained. The agenda was not amended. With no officer's reports, the Chair proceeded with subcommittee reports. The Chair recognized Jim Ditullio and Teresa Walsh to deliver the Bylaws Subcommittee report. Walsh delivered the report.

The Chair recognized Kate Donaghue and Amanda Smith to deliver the Campaign Services Subcommittee report. Donaghue reported that the subcommittee was piloting a "Weekly Organizing Office Hours" program between 3 PM and 5 PM on Saturdays.

The Chair recognized Sandi Bagley and Tyler Carlton to deliver the Charter Amendments Subcommittee report. Bagley thanked the previous co-chair and welcomed Carlton as a new co-chair.

The Chair recognized Amy Kullar and Chris Matthews to deliver the Communications Subcommittee report. Matthews thanked the Chair and clarified they would deliver their report at the next meeting.

The Chair recognized Cheryl Cumings and Colleen Flanagan to deliver the Disability Subcommittee report. Cumings congratulated Flanagan and said that a calendar would be distributed to the subcommittee in the coming weeks.



The Chair recognized Karen Payne and Sandy Milano to deliver the Field Services Subcommittee report. Payne reported that the committee would be focusing on updating the Chairs' Manual with virtual meeting guidance and conduct caucus and delegate trainings leading up to the convention.

The Chair recognized Brenda Brathwaite, Charlotte Golar-Richie, and Max German to deliver the JFK Scholarship Subcommittee report. Golar-Richie reported that the committee was proceeding with plans to offer scholarships and internship stipends for summer 2021. Golar-Richie then reviewed the eligibility criteria for applicants. German highlighted that the opportunity would be a completely remote, paid opportunity and highlighted the ways in which the committee would be distributing the information. Brathwaite thanked the 2020 committee and reported they would schedule a meeting with the 2021 committee members in the next two weeks.

The Chair recognized Jim Pimental and Chrissy Lynch to deliver the Labor Outreach Subcommittee Report. Pimental reviewed the number of union members elected in the November 2020 cycle. Pimental also reported that the subcommittee reviewed labor's endorsement process for upcoming elections, Joe Kelly shared his experience as a member of the Electoral College, and Lynch delivered a legislative update at their last meeting.

The Chair recognized Holly Ryan and Diego Sanchez to deliver the LGBTQ+ Outreach Subcommittee report. Sanchez reported that Mel Poindexter attended their last meeting to deliver an update on the Democratic National Committee. Sanchez reported that the committee would be considering a listening tour to conduct outreach to LGBTQ+ people of color and LGBTQ+ youth.

The Chair recognized Marianne Rutter and Joe Kelly to deliver the Resolutions Subcommittee report. Rutter thanked previous co-chair Alex Pratt and welcomed new co-chair Joe Kelly. Rutter reviewed upcoming deadlines for resolutions to be considered at the committee's April meeting.

The Chair recognized Tom Holloway and Sharon Stout to deliver the Resource Development Subcommittee report. Holloway welcomed new committee members and reported the committee would be focusing on working with local committees to raise funds for the 2022 coordinated campaign.

The Chair recognized Chuck Battle and Christine Tron to deliver the Veterans & Military Families Subcommittee report. Battle reported that the committee was looking forward to meeting and would deliver a more extensive report at the April meeting.



The Chair recognized Norma Shulman, Mehreen Butt, and Adeline Bee to deliver the Women's Outreach Subcommittee report. Shulman reported that the subcommittee would be focusing on their social media presence and would reach out to committee members about a meeting in the coming weeks.

Following subcommittee reports, the Chair reviewed the recommendations outlined by Attorney Cheryl Jacques in her fall 2020 review. After reviewing the first recommendation, "The DSC should determine conclusively whether the Chair is considered "staff" for purposes of Section 2(d) and whether any conditions, such as collecting a salary, alters whether the Chair is considered "staff,"" and the second recommendation, "The DSC should clarify when an individual becomes a "candidate" for the purposes of DSC Bylaw Section 2(d) so staff clearly know the boundaries of appropriate contact with individuals contemplating a Democratic primary candidacy," the Chair recognized Rules Subcommittee Chair Bill Eddy. Eddy reported that the Rules Subcommittee met twice regarding the first two recommendations and, on a motion by Kate Donaghue and seconded by Patty Perry, voted unanimously to recommend that the recommendations to the Bylaws Subcommittee to work in coordination with the Rules Subcommittee to address the recommendations as it sees fit. Leon Brathwaite seconded the motion.

Mike Lake asked for a point of clarification regarding whether the current chair or only future chairs would be considered under the first recommendation, referencing the Internal Revenue Code. Jim Roosevelt explained that the Rules and Bylaws Subcommittees would be considering a clarification to the bylaws. The Chair then recognized David Morin, who expressed his concern regarding the second recommendation and recommended that the committee reference state and federal laws in determining who is considered a candidate in a Democratic primary. The Chair clarified that the committee was not debating the criteria for candidates, only sending the recommendation to the Rules and Bylaws Subcommittees for their consideration.

The Chair recognized Tina Poindexter, who asked for clarification regarding the timeline for implementing the recommendations once considered by the subcommittees. The Chair clarified that, depending on the actions of the Rules and Bylaws Subcommittees, the recommendation would be brought back to the April meeting.

The Chair recognized David Albright, who suggested the committee use the criteria outlined by state and federal organizations to implement the first and second recommendations. The Chair clarified that the criteria regarding the implementation of the first and second recommendations would be debated by the Rules and Bylaws Committee and brought back to the full committee.



The Chair recognized Paul Yorkis, who called the question. It was seconded. Donovan Birch Jr. made a point of order regarding the motion and the Chair clarified the motion. The question was called and the committee voted to send the recommendations to the Rules and Bylaws Subcommittees for consideration.

The Chair reviewed the third recommendation, “DSC bylaws Article 5, Section IV, calls for the creation of a State Judicial Council. The Judicial Council should be activated. The Judicial Council should be charged with establishing protocols with clear bright lines of what DSC Chair, staff, volunteers, DSC office holders and DSC members are allowed to do and what they are prohibited from doing in a contested democratic primary. The Judicial Council should be charged with establishing protocols for how the DSC Chair, staff and volunteers should handle matters of misconduct, sexual harassment and other potential illegal and/or unethical behavior. DSC Chair, staff and volunteers should refer matters involving misconduct, sexual harassment and other potentially illegal and/or unethical behavior to the Judicial Council for referral to the appropriate governing authorities charged with investigating such matters.”

The Chair recognized Deb Kozikowski. Kozikowski motioned that, because the Judicial Council’s current scope does not include the measures outlined in the third recommendation, the Bylaws Subcommittee should determine whether a council be created to develop these measures or recommend that the role of the Judicial Council be expanded through an amendment to the charter. Paul Yorkis seconded the motion.

The Chair recognized Jonathan Rodrigues, who asked for clarification regarding the current scope of the Judicial Council. The Chair clarified that the Judicial Council is an appellate body charged with determining whether the state committee or local town and ward committees acted in accordance with the charter and bylaws.

The Chair recognized Dennis Naughton. Naughton asked for clarification regarding the Bylaws Subcommittee’s role in amending the charter. The Chair explained that the Bylaws Subcommittee would review the role of the Judicial Council and potentially recommend to the full committee at the April meeting that the charter be amended. The Chair recognized Justin Klekota, who amended the mandate of the Judicial Council to review the actions of staff; it was accepted as a friendly amendment.

The Chair recognized Robert LeBlanc, who motioned to substitute Kozikowski’s motion with a motion to reject the third recommendation made by Attorney Cheryl Jacques. It was seconded by Robert Jubinville. Discussion ensued. LeBlanc withdrew his motion.



The Chair recognized David Morin, who amended Kozikowski's motion to read: "the Bylaws Subcommittee should determine whether a council should be created to with developing the measures outlined in the third recommendation as outlined in the review conducted by Attorney Cheryl Jacques. This is not the current role of the Judicial Council and if this is the body that the By-Laws Committee chooses, their recommendations will need to be made into a Charter Amendment to change the current charge of the Judicial Council or they can develop another council to put these protocols in place." Kozikowski accepted Morin's amendment as a friendly amendment.

The Chair recognized David O'Brien, who called the question. Jay Rivera asked for a point of clarification concerning which governing document established the Judicial Council, and asked whether the committee should vote to send the recommendation to the Charter Amendments Subcommittee instead. The Chair clarified that the recommendation would first be sent to the Bylaws Subcommittee to allow time for the subcommittee to make changes to the rules applying specifically to the state committee and make recommendations to the Charter Amendments Subcommittee. The Chair urged the two committees to work together to review the recommendation. The question was called and the motion was passed unanimously.

The Chair committed to training staff, volunteers, office holders, and members on the role of the Judicial Council or new deliberative body created on the recommendation of the Bylaws Subcommittee, as outlined in the fourth recommendation of Attorney Jacques. The Chair then reviewed the fifth recommendation: "DSC should adopt and publish a code of ethical conduct as stated in the DSC Charter, Article Eight, Section 1."

The Chair recognized Leon Brathwaite, who motioned to send the recommendation to the Personnel Subcommittee. The motion was seconded. The Chair recognized Linda Monteiro, who amended Brathwaite's motion to state that separate codes of ethics be developed for staff, state committee members, and candidates, and it was accepted as a friendly amendment. The Chair recognized William Shemeth, who amended Brathwaite's motion to refer the recommendation to the Rules and Personnel Subcommittees and it was accepted as a friendly amendment. With no further discussion, the Chair called the question and it passed unanimously.

The Chair then recognized Bill Eddy to deliver the Rules Subcommittee report. Eddy informed the committee that the subcommittee met to discuss the upcoming state convention and on a motion by Kate Donaghue and that was seconded by David O'Brien, voted to recommend that the 2021 platform convention be moved to the fall. The Chair recognized Ann Roosevelt, who called the question, it was seconded, and the question was called. The motion passed and the convention was postponed until the fall.



Eddy also informed the committee that the Rules Subcommittee met to discuss complaints submitted following the last meeting. Eddy reported that the subcommittee voted to accept the review conducted by Attorney Jacques as a discussion item and in consultation with the document and the present legal counsel, voted to dismiss the complaints. Party counsel Chip Flowers informed the committee that the complaints were deemed frivolous. The Chair recognized LeBlanc, who moved to file the Rules Subcommittee report, it was seconded. Discussion followed. The Chair recognized Jay Rivera, who called the question, it was seconded and the question was called. The motion passed.

The Chair recognized Rhonda Bourne, who motioned that the committee convene a special meeting, chaired by a neutral party to facilitate conversation between members following the Democratic primary in the First Congressional District. The Chair recognized Diego Sanchez, who amended Bourne's motion to specify the meeting would be guided by an independent facilitator. The Chair recognized Lesley Phillips, who amended Bourne's motion to convene a meeting of the committee of a whole. With no further discussion, the Chair called the question and the motion was passed.

The Chair then recognized Elaine Almquist, who motioned to censure Robert LeBlanc, it was seconded and the committee was advised by the counsel that discussion would take place at the next meeting.

The Chair recognized Linda Monteiro and Gillian Hinkson to deliver the Affirmative Action Outreach Subcommittee report. Hinkson reported that the subcommittee organized phonebanks for Democrats running in Georgia runoff elections and hosted an Inauguration celebration in January. Monteiro reported that the committee was organizing Diversity, Equity, and Inclusion trainings for committee members and state party staff.

The Chair recognized Mike Lanava, who motioned to adjourn. The motion was seconded and the meeting was adjourned.



### Attendance

LN, FN	Apr 4, 2020	May 16, 2020	Aug 8, 2020	Nov 12, 2020	Jan 28, 2021	Total
Adams, Bruce	Y	Y	Y	Y	Y	5
Alam, Nazda	Y	Y	Y	Y	Y	5
Albright, David	Y	Y	Y	Y	Y	5
Alinsug, Constantino	Y	Y	Y	Y	Y	5
Allan, Virginia	Y	Y	Y	Y	Y	5
Allen, Willie	N	N	N	Y	Y	2
Almquist, Elaine	Y	Y	Y	Y	Y	5
Aloisi, Carol	Y	Y	Y	Y	Y	5
Altherr, Terry	Y	Y	Y	Y	Y	5
Amar, Mabel	Y	Y	Y	Y	Y	5
Arena, Alice	Y	Y	Y	Y	Y	5
Ashton, Cathaleen	Y	Y	Y	Y	Y	5
Ashton, Russell	Y	Y	Y	Y	Y	5
Atkins, Chester	N	N	N	Y	Y	2
Aucoin, Pauline	N	N	N	N	Y	1
Bagley, Sandi	Y	Y	Y	Y	Y	5
Barash, Bryan	Y	Y	Y	Y	Y	5
Barnoski, George	Y	Y	Y	Y	Y	5
Battle, Charles	Y	N	Y	Y	Y	4
Bayliss, Catherine	Y	Y	Y	Y	Y	5
Bedard, James	Y	Y	Y	Y	Y	5
Bee, Adeline	Y	Y	Y	Y	Y	5
Bellotti, Francis	N	N	N	N	Y	1
Benjamin, Amy	Y	Y	Y	Y	Y	5

Berbano, Helena	Y	Y	Y	Y	Y	5
Bertonazzi, Louis	N	N	N	Y	Y	2
Bevilacqua, Louise	Y	Y	Y	Y	Y	5
Beyer, Janet	Y	Y	Y	Y	Y	5
Bickford, Augustus	Y	Y	Y	Y	Y	5
Birch, Donovan	Y	Y	Y	Y	Y	5
Bissonnette, Michael	N	N	N	Y	Y	2
Bloomenthal, Benjamin	Y	Y	Y	Y	Y	5
Boncore, Joseph	Y	Y	N	Y	Y	4
Borges, Estele	Y	Y	Y	Y	Y	5
Bourne, Rhonda	Y	Y	Y	Y	Y	5
Bowes, John	Y	Y	Y	Y	Y	5
Bowles, Bill	Y	Y	Y	Y	Y	5
Boyden, Patricia	Y	Y	Y	Y	Y	5
Bracken, Mark	Y	Y	Y	Y	Y	5
Brady, Michael	Y	N	N	Y	Y	3
Brathwaite, Brenda	Y	Y	Y	Y	Y	5
Brathwaite, Leon	Y	Y	Y	Y	Y	5
Braxton Campbell, Lezlie	Y	Y	Y	Y	Y	5
Brisette, John	Y	Y	Y	Y	Y	5
Broadford, Linda	Y	Y	Y	Y	Y	5
Brussel, Harrison	N	N	N	N	N	0
Buckley, John	Y	N	Y	Y	Y	4
Buckley, John	Y	Y	Y	Y	Y	5
Bulger, William	N	N	N	N	Y	1
Bump, Suzanne	N	N	N	Y	Y	2
Burstein, Susan	Y	Y	Y	Y	Y	5
Businger, John	Y	Y	Y	Y	Y	5
Butt, Mehreen	Y	Y	Y	Y	Y	5



Cabral, Antonio	Y	N	N	Y	Y	3
Camara, Steven	Y	Y	N	Y	Y	4
Cantwell, James	Y	N	N	N	Y	2
Capobianco, Valentino	Y	Y	Y	Y	Y	5
Capuano, Michael	N	N	Y	Y	Y	3
Carlson, Jerold	Y	Y	Y	Y	Y	5
Carlton, Tyler	Y	Y	Y	Y	Y	5
Caron, Paul	Y	Y	Y	Y	Y	5
Cassidy, Robert	Y	Y	Y	Y	Y	5
Castillo, Kaitlynn	Y	Y	Y	Y	Y	5
Cawley, Christopher	N	N	N	N	Y	1
Chandler, Harriette	Y	Y	Y	N	Y	4
Chang, Katherine	Y	Y	Y	Y	Y	5
Chisholm, Patricia	Y	N	Y	Y	Y	4
Christensen, Carla	Y	Y	Y	Y	Y	5
Clark, Dylan	Y	Y	Y	Y	Y	5
Clark, Katherine	N	N	N	N	Y	1
Coakley, Carol	Y	Y	Y	Y	Y	5
Cohn, Jonathan	Y	Y	Y	Y	Y	5
Cokkinias, Marygail	Y	Y	Y	Y	Y	5
Coletta, Gabriela	Y	Y	Y	Y	Y	5
Collins, Edward	Y	Y	Y	Y	Y	5
Colt, Robert	Y	Y	Y	Y	Y	5
Comeau, Jeremy	Y	Y	Y	Y	Y	5
Corr, Brian	Y	Y	Y	Y	Y	5
Corrigan, Helen	Y	Y	Y	Y	Y	5
Costa, Kevin	Y	Y	Y	Y	Y	5
Cote, Mark	Y	Y	Y	Y	Y	5
Coughlin, Elizabeth	Y	Y	Y	Y	Y	5
Coughlin, Janet	N	N	N	N	Y	1
Cragin, Sally	Y	N	Y	Y	Y	4

Crean, Christine	Y	Y	Y	Y	Y	5
Cummings, Cheryl	Y	Y	Y	Y	Y	5
Curtis, Jacqueline	Y	Y	Y	Y	Y	5
Curtis, Julie	Y	Y	Y	Y	Y	5
Curtis, Peggy	Y	Y	N	Y	Y	4
Danh, Cinda	Y	Y	Y	Y	Y	5
Dasilva, Carlos	Y	Y	Y	Y	Y	5
Davis, Madelyn	Y	Y	Y	Y	Y	5
Deal, Patricia	Y	Y	Y	Y	Y	5
Dean, Dori	Y	Y	Y	Y	Y	5
Deleo, Robert	N	N	N	N	N	0
Delvento, Alicia	Y	Y	Y	Y	Y	5
Dennis, David	Y	N	Y	Y	Y	4
Dennis, Sandra	Y	N	Y	Y	Y	4
Deselm, Lizbeth	Y	Y	Y	Y	Y	5
Detellis, Karen	Y	Y	Y	Y	Y	5
Devaney, Marilyn	Y	N	Y	Y	Y	4
Dicara, Lawrence	N	N	Y	Y	Y	3
Disalvo, Mark	Y	Y	Y	Y	Y	5
Ditullio, James	Y	Y	Y	Y	Y	5
Dolan, Mara	Y	Y	Y	Y	Y	5
Donaghue, Kate	Y	Y	Y	Y	Y	5
Donahue, John	Y	Y	Y	Y	Y	5
Donahue, Margaret	Y	Y	Y	Y	Y	5
Donovan, Carol	Y	Y	Y	Y	Y	5
Drewnowski, Raymond	Y	Y	Y	Y	Y	5
Driscoll, Stephen	Y	Y	Y	Y	Y	5
Dube, Mary	Y	Y	Y	Y	Y	5
Duff, Eileen	Y	N	Y	Y	Y	4
Dunehew, Marjorie	Y	Y	Y	Y	Y	5
Dunn, Brian	Y	Y	Y	Y	Y	5



Duprey, Robert	Y	N	Y	Y	Y	4
Dwyer, Cathy	Y	Y	Y	Y	Y	5
Eames, Cabell	Y	Y	Y	Y	Y	5
Eddy, William	Y	Y	Y	Y	Y	5
Edwards, Lydia	Y	Y	Y	Y	Y	5
Eldridge, James	Y	Y	N	Y	Y	4
Elisa, Louis	Y	N	Y	N	Y	3
Fastino, Debra	Y	Y	Y	Y	Y	5
Fennell, Robert	N	N	N	Y	Y	2
Fenochietti, Norma	N	N	N	Y	Y	2
Fernandez, Raul	Y	Y	Y	Y	Y	5
Ferrante, Ann-Margaret	Y	N	Y	Y	Y	4
Ferreira, Joseph	N	N	Y	Y	Y	3
Finkelstein, Marsha	Y	Y	Y	Y	Y	5
Fiorentini, James	Y	Y	N	Y	Y	4
Flaherty, Charles	N	N	N	Y	Y	2
Flanagan, Colleen	Y	Y	Y	Y	Y	5
Fleming, James	Y	N	Y	Y	Y	4
Flowers, Marilyn	Y	Y	Y	Y	Y	5
Fontanez, Jovita	N	Y	Y	Y	Y	4
Ford, Mary	Y	Y	Y	Y	Y	5
Fox, Mollie	Y	Y	Y	Y	Y	5
Gallagher, Dennis	Y	Y	N	Y	Y	4
Galvin, William	N	Y	Y	Y	Y	4
Gancarski, Joan	Y	Y	Y	Y	Y	5
Gardner, Alicia	Y	Y	N	Y	Y	4
Gasperine, Kathleen	Y	Y	Y	Y	Y	5
Gerard, Doherty	-	-	-	Y	Y	2
German, Max	Y	Y	Y	Y	Y	5
Gifford, Rufus	Y	N	N	N	N	1
Gilbreath, J	Y	Y	Y	Y	Y	5

Giorgio, Paul	Y	Y	Y	Y	Y	5
Glavey, Paul	Y	Y	Y	Y	Y	5
Glazer, Candy	Y	Y	Y	Y	Y	5
Glodis, Guy	N	N	N	N	Y	1
Goldberg, Deborah	N	N	N	N	Y	1
Goldman, Roberta	Y	Y	Y	Y	Y	5
Goodrich, Doreen	Y	Y	Y	Y	Y	5
Gordon, Kenneth	Y	Y	Y	Y	Y	5
Green, Andre	Y	Y	Y	Y	Y	5
Gross, Theodore	Y	Y	Y	Y	Y	5
Grossman, Steven	Y	N	N	Y	Y	3
Guernsey, Sherwood	Y	Y	Y	Y	Y	5
Haigis, Peter	Y	Y	Y	Y	Y	5
Halbert, David	Y	Y	Y	Y	Y	5
Halbert, Kristen	Y	Y	Y	Y	Y	5
Hall, Kathleen	Y	Y	Y	Y	Y	5
Hansmann, Karen	Y	Y	Y	Y	Y	5
Harkins, Lida	Y	N	Y	Y	Y	4
Harney, John	Y	Y	Y	Y	Y	5
Harrison, L	Y	Y	N	Y	Y	4
Haverty, Patrick	Y	Y	Y	Y	Y	5
Hazel, Marilyn	Y	Y	Y	Y	Y	5
Healey, Maura	N	N	Y	N	Y	2
Healy, Kathleen	Y	Y	Y	Y	Y	5
Hegarty, Maureen	N	N	N	N	Y	1
Hennigan, Maura	Y	Y	Y	Y	Y	5
Hickey, Laura	Y	Y	Y	Y	Y	5
Hicks, Jared	Y	Y	Y	Y	Y	5
Hicks, Ralph	Y	Y	Y	Y	Y	5
Higgins, Natalie	Y	Y	Y	Y	Y	5
Hinds, Adam	Y	Y	Y	Y	Y	5

Hinkson, Gillian	Y	Y	Y	Y	Y	5
Hockenbury, Samuel	Y	Y	Y	Y	Y	5
Holloway, Thomas	Y	Y	Y	Y	Y	5
Holmes, Pierrece	Y	Y	N	Y	Y	4
Horan, Michael	Y	Y	Y	Y	Y	5
Howcroft, John	N	N	Y	Y	Y	3
Howe, Marie	N	N	N	Y	Y	2
Hubbard, Robin	Y	Y	Y	Y	Y	5
Hughes, Regina	Y	Y	Y	N	Y	4
Hunt, Daniel	N	Y	N	Y	Y	3
Hunt, James	N	N	N	N	Y	1
Hurley, Mary	N	N	N	N	Y	1
Iannella, Christopher	Y	N	N	Y	Y	3
Idowu, Segun	Y	Y	N	Y	Y	4
Iizuka Rivas, Brandon	_	_	Y	Y	Y	3
Jackson, Gabrielle	Y	Y	Y	Y	Y	5
Jackson, Martina	Y	Y	Y	Y	Y	5
Jacobson, Rani	Y	Y	Y	Y	Y	5
Jagadeesh, Prerna	Y	Y	Y	Y	Y	5
Jaikumar, Arjun	Y	Y	Y	Y	Y	5
Jaramillo, Juan	Y	Y	Y	Y	Y	5
Jeffery, Sophia	Y	Y	Y	Y	Y	5
Jenkins, Christopher	Y	Y	Y	Y	Y	5
Jette, Laura	Y	N	N	Y	Y	3
Johnston, Philip	N	Y	N	Y	Y	3
Jordan, Raymond	Y	N	Y	Y	Y	4
Joyce-Morris, Mary	Y	Y	Y	Y	Y	5
Joyce, Kevin	Y	Y	Y	Y	Y	5
Jubinville, Robert	N	N	Y	Y	Y	3
Kamarck, Elaine	Y	N	Y	Y	Y	4
Kaplan, Joseph	Y	Y	Y	Y	Y	5

Keating, Bill	N	Y	N	Y	Y	3
Kelly Gay, Dorothy	Y	Y	Y	Y	Y	5
Kelly-Williams, Donna	N	N	N	N	Y	1
Kelly, Daniel	Y	Y	Y	Y	Y	5
Kelly, Joseph	Y	Y	Y	Y	Y	5
Kendall, Richard	N	N	N	Y	Y	2
Kennedy, Edward	Y	Y	Y	Y	Y	5
Kennedy, Joseph	N	N	N	N	N	0
Kennedy, Susan	N	Y	Y	Y	Y	4
Kennedy, Terrence	N	Y	Y	Y	Y	4
Kerry, John	N	N	N	N	Y	1
Killick, Colin	Y	Y	Y	Y	Y	5
Kimball, Irene	N	N	N	Y	Y	2
Kirwin-Keilty, Patricia	Y	Y	Y	Y	Y	5
Klekota, Justin	Y	Y	Y	Y	Y	5
Koed, Frederick	Y	Y	Y	Y	Y	5
Kozikowski, Debra	Y	Y	Y	Y	Y	5
Kullar, Amy	Y	Y	Y	Y	Y	5
Lachapelle, Nicole	Y	N	Y	Y	Y	4
Lake, Michael	Y	Y	Y	Y	Y	5
Lambert, Edward	N	N	N	Y	Y	2
Lanava, Michael	Y	Y	Y	Y	Y	5
Lannigan, Mark	Y	Y	Y	Y	Y	5
Larkin, Thomas	Y	Y	Y	Y	Y	5
Le Treize, Kara	Y	Y	Y	Y	Y	5
Leblanc, Robert	Y	N	N	Y	Y	3
Lederman, Jesse	Y	Y	Y	Y	Y	5
Leibowitz, Steven	Y	Y	Y	Y	Y	5
Lemay, Curtis	Y	Y	Y	Y	Y	5
Lemieux, Lisa	Y	Y	Y	Y	Y	5
Lewis, Jack	Y	Y	Y	Y	Y	5



Liao, Samson	Y	Y	Y	Y	Y	5
Litalien, Barbara	Y	N	Y	Y	Y	4
Loconte, Denise	Y	Y	Y	Y	Y	5
Lopes, Candice	Y	N	N	Y	Y	3
Lorenzo, Kerianne	Y	Y	N	Y	Y	4
Lowe, Christine	Y	Y	Y	Y	Y	5
Luzier, Will	Y	Y	Y	Y	Y	5
Lynch, Christine	Y	Y	Y	Y	Y	5
Lynch, Stephen	N	N	N	N	Y	1
MacCracken, Bonnie	Y	Y	Y	Y	Y	5
MacGregor, Zelda	Y	Y	Y	Y	Y	5
MacKenzie, Margaret	N	N	N	Y	Y	2
Manning, Daniel	Y	Y	Y	Y	Y	5
Mannion, Gary	Y	Y	Y	Y	Y	5
Marantz, Michele	Y	Y	Y	Y	Y	5
Markey, Edward	N	N	N	N	Y	1
Martin, Joe	Y	Y	Y	Y	Y	5
Martins, Stephanie	Y	N	Y	Y	Y	4
Massie, Bob	Y	Y	Y	Y	Y	5
Masters, Diane	Y	Y	Y	Y	Y	5
Matthew, Murray	-	-	Y	Y	N	2
Matthews, Chris	Y	Y	Y	Y	Y	5
Mattison, Lauren	Y	Y	Y	Y	Y	5
May, Heather	Y	Y	Y	Y	Y	5
McClory, Paul	Y	Y	Y	Y	Y	5
McDermott, Patrick	Y	Y	Y	Y	Y	5
McDonough, Walter	Y	Y	Y	Y	Y	5
McGee, Thomas	Y	Y	Y	Y	Y	5
McGonagle, Matthew	Y	Y	Y	Y	Y	5
McGovern, James	N	N	N	N	Y	1
McGovern, Patricia	N	N	N	N	Y	1

McGowan, James	Y	Y	Y	Y	Y	5
McGrath, Thomas	Y	Y	Y	Y	Y	5
Menard, Joan	N	N	N	Y	Y	2
Mero-Carlson, Candy	Y	N	Y	Y	Y	4
Mieth, Jennifer	Y	Y	Y	Y	Y	5
Milano, Sandra	Y	Y	N	Y	Y	4
Mills, Carol	N	N	N	Y	Y	2
Monahan, Stacey	Y	Y	N	Y	Y	4
Monteiro, Linda	Y	Y	Y	Y	Y	5
Moon, Helen	Y	Y	Y	Y	Y	5
Morales-Capellan, Ana	N	N	N	Y	Y	2
Morin, David	N	N	Y	Y	Y	3
Morris, Rebecca	Y	Y	Y	Y	Y	5
Morrissey, Michael	N	N	N	Y	Y	2
Mosczyński, Lisa	Y	Y	Y	Y	Y	5
Mossalam, Nichole	Y	Y	Y	Y	Y	5
Motta, Charles	Y	N	Y	Y	Y	4
Moulton, Seth	N	N	N	N	Y	1
Mullin, Joseph	N	N	Y	Y	Y	3
Murphy, Alana	Y	Y	Y	Y	Y	5
Murphy, Bridget	Y	Y	Y	Y	Y	5
Murray, Sheila	Y	Y	Y	Y	Y	5
Murray, Therese	N	N	N	Y	Y	2
Narkewicz, David	Y	Y	Y	N	Y	4
Naughton, Claire	Y	Y	Y	Y	Y	5
Naughton, Dennis	Y	Y	Y	Y	Y	5
Navarro, Veronica	Y	Y	Y	Y	Y	5
Neal, Richard	N	N	N	N	Y	1
Neslusan, Tanya	Y	Y	Y	Y	Y	5
Nilan, Clifford	N	N	N	Y	Y	2
Obrien, David	Y	Y	Y	Y	Y	5



O'Brien, Mary	Y	Y	Y	Y	Y	5
Oleary, Stephen	Y	Y	N	N	Y	3
Olver, John	N	N	N	N	Y	1
Owens, Steven	Y	Y	Y	Y	Y	5
Pacheco, Marc	Y	Y	Y	Y	Y	5
Palitsch, Jason	Y	Y	Y	Y	Y	5
Pappas, Gregory	Y	Y	Y	Y	Y	5
Parker, Ellen	Y	Y	Y	Y	Y	5
Parker, Kenneth	Y	Y	Y	Y	Y	5
Parker, Sheneal	Y	Y	Y	Y	Y	5
Pascual, Gloria	Y	N	N	Y	Y	3
Pasquina, Kathleen	Y	N	Y	Y	Y	4
Payne, Karen	Y	Y	Y	Y	Y	5
Peceovich, Allyne	Y	Y	Y	Y	Y	5
Perlman, Samantha	Y	Y	Y	Y	Y	5
Perry, Patricia	Y	Y	Y	Y	Y	5
Peters, Robert	Y	Y	Y	Y	Y	5
Pezzella, Paul	Y	Y	Y	Y	Y	5
Phillips, Lesley	Y	Y	Y	Y	Y	5
Pimental, James	Y	Y	Y	Y	Y	5
Pines, Lois	Y	Y	Y	Y	Y	5
Pinn, Rebecca	Y	Y	Y	Y	Y	5
Pinti, Linda	Y	Y	Y	Y	Y	5
Poindexter, Melvin	Y	Y	Y	Y	Y	5
Poindexter, Tina	Y	Y	Y	Y	Y	5
Pollard, Sharon	Y	Y	Y	Y	Y	5
Poulten, Gail	Y	Y	Y	Y	Y	5
Poulten, Samuel	Y	N	Y	Y	Y	4
Powell, Arthur	Y	Y	Y	Y	Y	5
Powers, Marilyn	Y	Y	Y	Y	Y	5
Pratt, Alexander	Y	Y	Y	Y	Y	5

Pressley, Ayanna	N	N	N	N	Y	1
Quiroga, Ricardo	Y	Y	Y	Y	Y	5
Rapetti Cawse, Marietta	Y	Y	Y	Y	Y	5
Rausch, Rebecca	Y	Y	Y	Y	Y	5
Raynard, Shirley	N	N	N	N	Y	1
Reardon, Elizabeth	Y	Y	Y	Y	Y	5
Rebeiro, Dana	Y	N	N	Y	Y	3
Reed, John	Y	Y	N	N	Y	3
Richards, Mary	Y	N	Y	Y	Y	4
Richie, Charlotte	Y	Y	Y	Y	Y	5
Ricko, Agnes	Y	Y	Y	Y	Y	5
Rivera, Jeannette	Y	Y	Y	Y	Y	5
Rivera, John	Y	Y	Y	Y	Y	5
Rivera, Lucinda	Y	Y	Y	Y	Y	5
Rizzo, Sally	Y	N	N	Y	Y	3
Robinson, Maria	Y	Y	Y	Y	Y	5
Rocha, Dalida	Y	Y	Y	Y	Y	5
Rodrigues, Jonathan	Y	Y	Y	Y	Y	5
Rogers, Blessing	Y	Y	N	Y	Y	4
Rolph, Margaret	Y	Y	Y	Y	Y	5
Roosevelt, Ann	Y	Y	Y	Y	Y	5
Roosevelt, James	Y	Y	Y	Y	Y	5
Rosenberg, Stanley	Y	N	Y	Y	Y	4
Ross, Jeffrey	Y	Y	N	Y	Y	4
Ruiz, Pablo	Y	Y	Y	Y	Y	5
Russell, Ervin	Y	Y	N	Y	Y	4
Russo, Anthony	Y	Y	Y	Y	Y	5
Russo, Drew	Y	Y	Y	Y	Y	5
Rutley, Jonathan	N	N	N	N	Y	1
Rutter, Marianne	Y	Y	Y	Y	Y	5
Ryan, Holly	Y	Y	Y	Y	Y	5



Sanchez, Diego	Y	Y	Y	Y	Y	5
Sandlin, Rosemary	Y	Y	Y	Y	Y	5
Santos, Michael	Y	N	N	Y	Y	3
Schapero, Melissa	Y	Y	Y	Y	Y	5
Shaw, Sarah-Ann	Y	Y	Y	Y	Y	5
Sheehan, Robert	Y	Y	N	Y	Y	4
Shemeth, William	Y	Y	Y	Y	Y	5
Shinnick, Cristina	Y	Y	Y	Y	Y	5
Shinnick, James	Y	Y	Y	Y	Y	5
Shore, Cathy	Y	Y	N	Y	Y	4
Shulman, Norma	Y	Y	Y	Y	Y	5
Silva, Marlene	Y	Y	Y	Y	Y	5
Smith, Amanda	Y	Y	Y	Y	Y	5
Smith, Darryl	N	N	N	Y	Y	2
Smith, Donna	Y	Y	Y	Y	Y	5
Smith, Doryce	Y	Y	Y	Y	Y	5
Smith, James	Y	Y	N	Y	Y	4
Smith, Robert	N	N	N	Y	Y	2
Spalding, Shanique	Y	Y	Y	Y	Y	5
Spencer, Joseph	Y	Y	Y	Y	Y	5
Spencer, Scott	Y	Y	Y	Y	Y	5
Spilka, Karen	Y	Y	N	N	Y	3
Stenberg, Nancy	Y	Y	N	Y	Y	4
Stevens Goodnight, Lisa	Y	Y	Y	Y	Y	5
Stock, Erin	Y	Y	Y	Y	Y	5
Stoddard, Stephen	Y	N	N	Y	Y	3
Stout, Sharon	Y	Y	Y	Y	Y	5
Straus, William	Y	Y	Y	Y	Y	5
Sullivan, Marilyn	N	N	N	N	Y	1
Sweeney, Marie	Y	Y	Y	Y	Y	5
Tafoya, Ben	Y	Y	Y	Y	Y	5

Tagliaferri, Kevin	Y	Y	Y	Y	Y	5
Tatum, Randall	Y	Y	Y	Y	Y	5
Taymor, Betty	N	N	N	N	Y	1
Thiruvengadam, Kannan	Y	Y	Y	Y	Y	5
Thompson, Harry	N	N	N	N	Y	1
Thompson, Kenneth	Y	Y	Y	Y	Y	5
Thompson, Melanie	Y	Y	Y	Y	Y	5
Thomson, Susan	Y	Y	Y	Y	Y	5
Tolman, Steven	Y	N	N	Y	Y	3
Trahan, Lori	N	N	N	Y	Y	2
Travers, Barbara	N	N	N	Y	Y	2
Tron, Christine	Y	Y	Y	Y	Y	5
Turley, Marie	Y	Y	Y	Y	Y	5
Valerio, Ronald	Y	Y	Y	Y	N	4
Van Ness, Gretchen	Y	Y	Y	Y	Y	5
Vanliew, Robin	Y	N	Y	Y	Y	4
Velazquez, Adrian	Y	Y	Y	Y	Y	5
Wahid, Parwez	Y	Y	Y	Y	Y	5
Walker, Vernon	Y	Y	Y	Y	Y	5
Wallhagen, Robert	Y	Y	Y	Y	Y	5
Walsh, John	Y	Y	Y	Y	Y	5
Walsh, Laura	Y	Y	Y	Y	Y	5
Walsh, Matthew	Y	Y	Y	Y	Y	5
Walsh, Steven	Y	Y	Y	Y	Y	5
Walsh, Teresa	Y	Y	Y	Y	Y	5
Warren, Elizabeth	N	N	N	N	Y	1
Wasylyk, Mary	Y	Y	Y	Y	Y	5
Waterman, Ty	Y	Y	Y	Y	Y	5
Werman, Lauren	N	N	N	N	N	0
Westlake, Amanda	Y	Y	Y	Y	Y	5
White, Armani	Y	Y	Y	Y	Y	5



Whitney, Mary	N	N	N	Y	Y	2
Wolf, Alice	Y	Y	Y	Y	Y	5
Wu, Michelle	Y	Y	Y	N	Y	4
Yancey, Charles	N	N	N	Y	Y	2
Yeh, Wayne	Y	Y	Y	Y	Y	5
Yorkis, Paul	Y	Y	Y	Y	Y	5
Zalisk, Eileen	Y	Y	Y	Y	Y	5