

Diocesan Statement on J. Salter's Dismissal

The Catholic Diocese of Rochester holds that the dismissal is a personnel matter that has followed just diocesan procedures, including a system of due process for the resolution of conflicts such as this.

For the year previous to the termination of Mr. Salter's contract, difficulties in the administration of the Office of Human Development and appropriate communications with the Director of Social Ministry were the subject of personal meetings and written communications between Mr. John R. Salter Jr. (director of the Office of Human Development) and Rev. Charles Mulligan (director of Social Ministry), Mr. Salter's immediate supervisor.

Corrective measures failed, and a complete breakdown in communications occurred. Matters then came to a head. Termination of Salter's contract happened only after consultation with him in which he refused to resign.

At his request, Mr. Salter met with Bishop Hogan. Subsequently he requested entry into diocesan due process. Fr. Mulligan submitted to due process and was in conciliation when Salter withdrew voluntarily. Despite the fact that a campaign was launched to mount public sympathy for Mr. Salter, the diocese has remained continually open to use of due process procedures. The sequence of events is listed below.

Mr. Salter's contract explicitly indicates that termination may occur in this fashion; i.e., by the decision of either party with thirty (30) days notice or pay in lieu thereof. (Nov. 1976) A full written explanation of reasons for termination were given to Mr. Salter which he is free to make public. Until such a time as he does so, the

diocese will not comment on these reasons.

The aborted attempt at due process is extremely unfortunate for all concerned. On July 25th, Mr. Salter was assured that conciliation would be completed in ten (10) days. Statements that the due process machinery is invisible or inaccessible are contradicted by the frequent publicity given in the Courier-Journal, the diocesan newspaper, letters to priests and parish council presidents, and by the publication of the names of the chairpersons and lists of the members of conciliation and arbitration boards contained on page 38 of the diocesan directory.

We stand by our decision to terminate Mr. Salter's contract, which was made only after much reflection and consultation. We are not willing to consider reinstatement or pay in the interim except as the outcome of binding arbitration. However, we stand ready to continue our participation in due process.

Sequence of Events

- June 8 notification by C. Mulligan of B. Hogan regarding intent to request J. Salter's resignation. Letter from C. Mulligan to J. Salter requesting resignation.
- June 9 letter from J. Salter to B. Hogan requesting a meeting.
- June 14 communication from C. Mulligan to B. Hogan giving reasons for requesting resignation.
- June 19 meeting of B. Hogan with C. Mulligan and J. Salter. Salter presented with reasons in writing and opportunity to discuss each point. Meeting of B. Hogan and J. Salter. Bishop Hogan upholds termination of contract. C. Mulligan notified of decision and letter of termination sent by C. Mulligan to J. Salter.
- June 27 J. Salter

requests clarification of two ground rules of the due process in the form of "If I were to pursue the process of conciliation..." would there be full pay in the interim arbitration and binding the diocese.

- June 27 D. Hetzler requests 'preliminary response' of C. Mulligan to 'initiating statement' of J. Salter.
- June 28 G. Wiant assumes directorship of the Office of Human Dev.
- June 28 C. Mulligan requests clarification from D. Hetzler of J. Salter's

apparent conditions of entry into due process indicated in June 27 letter. C. Mulligan requests of diocese if process is "underway."

- July 5 B. Hogan points out diocesan due process to G. Hoffenberg.
- July 7 B. Hogan responds to J. Salter's questions, indicating binding nature of arbitration but refusing continuation of salary in the interim (as due process guidelines indicate).
- July 10 D. Hetzler requests C. Mulligan's

'preliminary response' without reference to June 28 letter requesting clarification.

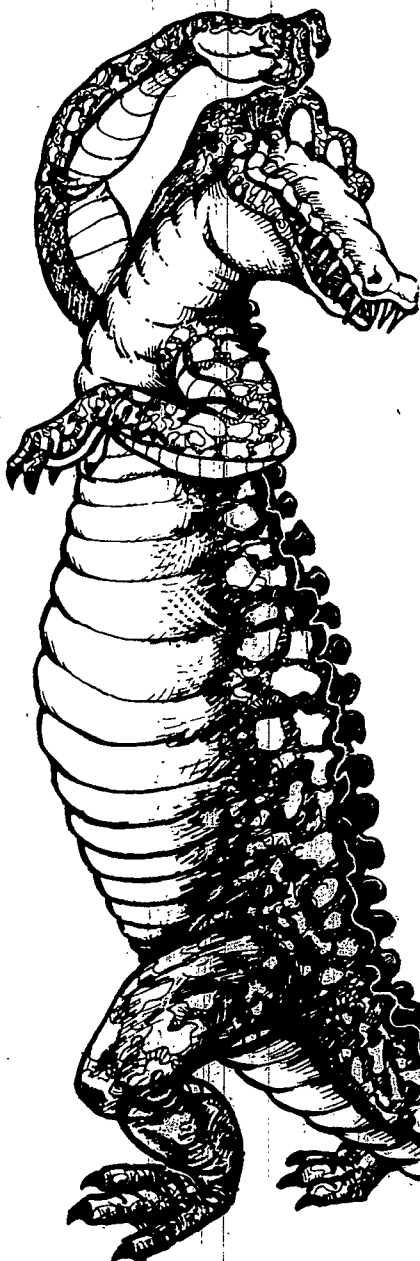
- July 12 D. Hetzler clarifies apparent "conditions" and process underway.
- July 14 C. Mulligan gives 'preliminary response', names candidates for conciliators.
- July 24 C. Mulligan agrees to two conciliators, is given ten day deadline to complete conciliation with Salter.
- July 25 J. Salter

withdraws from due process during conversation with D. Hetzler negotiating second conciliator; ten day deadline given for completion of due process.

Charles J. Latus
Secretary to the Bishop

FLORIDA'S Landstar Homes
Single Family Homes
Including Lot, Garage, Carpet, Fridge, Stove, A/C
All Closing Costs and Construction Interest
100% O.P.P.
Country Club Living in Luxury Landstar Homes at Broomfield Lakes
Country Club, Golf Course, Swimming Pool, Tennis, Game Room, Restaurant, Club House at J. Landstar Homes.
Call Visit or Write **Landstar Homes**
1184 Hempstead Turnpike - Unadilla, N.Y. 11553
opposite Coliseum - (516) 483-1311 / (212) 895-5711
Please send Landstar Homes info kit
Name _____
Address _____
City _____
State _____ Zip _____
Orlando - Kissimmee Area C3

SNAP 'EM UP



| | | |
|--|--|---|
| <p>1976 CHEV. MONZA Brown metallic with brown vinyl interior, 4 cyl., automatic, P.S., Radio, just 27,000 miles, one owner, excellent condition.</p> <p>\$3250</p> | <p>1977 FORD MUSTANG 2 + 2 Aqua with Aqua interior, 4 cyl., automatic, radio, economy plus, just 12,000 miles, must be seen.</p> <p>\$3975</p> | <p>1974 PLYMOUTH SCAMP 2 dr., red with black vinyl interior, white vinyl roof, 6 cyl., auto., P.S., radio, one owner, must be seen.</p> <p>\$2400</p> |
| <p>1971 PEUGOT 4 cyl., beige with brown vinyl interior, automatic, radio, runs good, no rust.</p> <p>\$650 ASIS</p> | <p>1974 CHEV. IMPALA Green with green cloth interior, 8 cyl., automatic, P.S., P.B., radio, one owner, must be seen.</p> <p>\$2575</p> | <p>1976 PLYMOUTH VOLARE WAGON Brown with beige vinyl interior, with automatic, P.S., P.B., radio, just 24,171 miles, one owner.</p> <p>\$3450</p> |
| <p>1976 CHEV. CAMARO LT. COUPE White with red sport cloth interior, 8 cyl., 4 speed, P.S., radio, rally wheels, only 21,000 miles, absolutely mint, must be seen.</p> <p>\$4050</p> | <p>1975 CHEV. MALIBU CLASSIC 2 dr., blue metallic with blue cloth interior, blue vinyl roof, 8 cyl., automatic, P.S., P.B., radio, one owner, no rust.</p> <p>\$2950</p> | <p>1977 CHEV. CAMARO 2 dr. Ht., silver with red sport cloth interior, 6 cyl., automatic, P.S., radio, economy and sporty, rustproofed, only 9,522 miles, mint.</p> <p>\$4650</p> |
| <p>1978 FORD FAIRMONT WAGON 6 cyl., cream with brown deluxe cloth interior, automatic, P.S., luggage rack, AM FM stereo and tape, vent windows, steel belted radials, rustproofed, just 6,919 miles, newer than new.</p> <p>\$4675</p> | | <p>1975 CHEV MALIBU ESTATE WAGON 8 cyl., brown with brown vinyl interior, wood grain panels, automatic, P.S., P.B., radio, air cond., T glass, door locks, rustproofed, one owner, Florida car.</p> <p>\$3450</p> |

YOU GET LITTLE EXTRAS HERE



Kearney Brothers

Three more graduates of Bishop Kearney High School have joined the Congregation of Christian Brothers, to which their former teachers belong. From the left are Brother Kevin J. Bleier, son of Mr. and Mrs. Alfred R. Bleier, who was among 12 who professed vows on Aug. 5 in St. Joseph's Church, Kingston; Brother Mark A. Malarz, son of Mr. and Mrs. Marion Malarz, and Brother M. Alphonsus Ventura, son of Mr. and Mrs. Frank Ventura. All three young men attended Iona College in New Rochelle. The latter two were received as novices in the Aug. 5 ceremony.

PALMYRA MOTORS

505 WEST MAIN ST., PALMYRA, N.Y. 597-4861 or 716-454-2380
Open every eve. 'til 9