Vint told me that he has things worked out so that Becker can stay until the June appointments. Wittliff has agreed to this. 3/27/80

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121. Rev. Franklyn W. Becker

called regarding a debt she claims Becker owes her. She was referred by Don Weber. I told her I would look into the matter and get back to her.

4/16/80

130. F. Becker

Discussed complaint with Franklyn Becker. He regrets the fact she called the Chancery Office and asks to deal with her directly. I suggested only that his paying her \$25 00 a month will satisfy her. It might be the cheapest way around a potentially aggravating problem 4/17/80

156. F. Becker

Becker for the purpose to resolve the financial bickering that exists between the two. I told her that the Archdiocese had no part in this and I could not take her place of Becker's. She still seems to think that I am favoring Becker.

4/22/80

675. Becker, P.

Becker will be going to St. Eugene's Parish as Temporary Associate August 12. He hopes to stay there eventually depending on the wishes of the new pastor. If that does not happen, he wants to talk about a year's leave of absence for study purposes. I discouraged that idea and told him that I would like to discuss it further with him next week when he is in town. The Personnel Board see him going to St. John Kanty as Associate after St. Eugene's. I will also talk to him about some of the problems he is getting himself into by the way he talks publically about his life style.

· B/8/80

747. Becker, Franklyn

We met to discuss his recent letter in which he applied for the associate pastor position at St. Eugene's parish if the new pastor would be agreeable to this. Otherwise, he wanted to take some time off for continuing study. After some discussion about his personal life style, he agreed that the situation at St. Hargaret Hary had taught him an important lesson. He must not talk openly about the gay movement in a militant way. He assured me absolutely that he would cause no more problems along this line in the future if he got a position. I emphasized that he was not eligible for a parish as pastor and he agreed. I told him no decision could be made at St. Eugene's until a new pastor was there but that if it were not agreeable at that place we would find him a position as Associate. I told him he was free to apply for a short sabbatical but that a longer leave of absence for studies would be out of the question. We ended on a positive note.

8/21/80

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Becker, Franklyn

He called to see if I could tell him who the new pastor of St. Eugene's was and

I told him not yet. He wants to know what his status is there so that he can
begin to work with programs on the parish level if he is going to stay. I told
him that by the weekend we ought to be able to let him speak directly to the
pastor.

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9/3/80

902. Becker, Franklyn

I discussed Becker's future appointment after I told him that Hsgr. Schuit did not want him to remain at the parish. I suggested he contact Father Stoll to see if the position of associate there would work out. He is also interested in development at St. Cecilia's in Thiensville. I told him that called and wanted to contact him. She feels as though he still owes her money. This dates back to spring and the news notes can be consulted for more detail. Becker asked me to call her and tell her that he would definitely get in touch with her as soon as he gets a permanent assignment:

9/18/80

929. Becker, Franklyn

Mackin has informed Franklyn Becker that Schuit wants him to leave the parish by October 1 or 6 at the latest. I spoke to Schuit and he does not want the people at the parish to get the impression that there is something wrong with Becker and, therefore, wants him to move as soon as possible. I told him that I had been working on this but that it might take some time. I will contact Becker to see if we can't speed up the process of his leaving St. Eugene's.

9/27/80:

.944.. Becker, Franklyn.

Father Stoll informed me that he would prefer not to have Franklyn Becker as an associate. He has talked to another priest who is willing to consider being associate there. I spoke at great length to try to convince him that Becker needs a position under the guidance of someone who can call him to accountability. Stoll is afraid that if Becker's problem manifests itself in the samil community, the damage will be irreparable. I told him that Becker is now willing to settle down and needs one more chance. I told Stoll that we would help him work out a job description so that Becker would not be free to do as he pleases. Stoll's biggest worry is that if he leaves things up to Becker's initiative nothing will get done. Hornacek, Stoll, Becker, and I will sit down and discuss the matter further. I think it is time to make Becker aware of the fact that no priest wants to work with him.

10/3/80

1011. Becker, Franklyn

Testerday I spoke to Hornacek about Becker's situation and suggested that we try to locate Becker at St. John Kamty Parish with Kazmierczak. Bornacek agreed to contact Becker to see if he would be willing to go there, then he will contact Kazmierczak. If this fails, we will have to do something about getting Becker off the scene at St. Eugene's before Schuit explodes.

10/27/80

Yesterday, Heffron contacted me with the information that the mother of one of the seventh grade boys told him that Becker was associating rather intimately with her son. The son claimed that he held is hand in the movie and touched him rather improperly in a swimming session. I told Heffron that we had to move on this immediately and decided to meet with him, Becker, and the parents of this boy on Saturday. When we met, Becker was completely floored at the accusation. He admitted that he had been rather closely associating with this boy, who was one of the very first he met at the parish. The parents commended him for taking some interest in their boy and they rather apologetically inferred to Becker about what the boy had said. Becker swore up and down that his motives were good and that nothing was out of order. The parents believed this, in fact the father of the boy apologized to Becker for even accusing him of this. There was little I could do at this stage but knowing Becker's background I am sure that his judgement was very poor. After the parents left, I asked Becker to get in touch with Dale Olen. I had spoked to Olen the day before and told him that I was considering relieving Becker of his job at the parish. After meeting with the parents, however, I decided to not press the issue at this point. Beffron seemed pleased with the ourcome also. .

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1/10/81

I spoke to Dale Olen about Becker's progress. Be said that recently Becker has been avoiding him. Be wants to see Becker once a week and Becker is making all kinds of excuses to get out of those meetings. Olen feels as though Becker is not facing up to his personal problems. I explained my fears to Olen that Becker is now grinding his ax in a public forum. Olen felt that Becker, himself, and I ought to sit down together and confront the implications of such a situation. I am going to ask Becker to meet at Olen's office next week Wednesday at 4 p.m.

3/4/81

892. Becker, Franklyn

Dale Olen reports that there is some progress being made with Becker. He finally is beginning to see that his biggest problem stems from his impetuosity under stress. Olen told me of a couple of instances recently when Becker was able to control himself. He continues to see Olen and I reminded him of the celibacy statement we are looking for. He said he has been after Becker to do this and will remind him of it.

-6/8/81

711: Becker, Franklyn

I called him in because he wrote a nasty letter to the Personnel Board applying for Whitewater and at the same time derogating the characters of Wagner and Budzynski. He told me that he was in an angry mood when he wrote the letter. I told him how the new policy on open listing worked and we discussed Wagner and Budzynski briefly. I put him on the spot to produce evidence against the two but as I thought, it was hearsay and rumor only. He told me he is doing fine at the parish where he is stationed and enjoys it there. I warned him not to do anything rash or it could hurt not only others but himself as well. He seemed to take the warning well but one never knows.

8/9/82

740. Becker, Franklyn

Father Carl Last called to say that who live in St. John's Parish are worried about the relationship that exists between Becker and their teenage son. Becker is lavishing gifts and attention on the boy and the two are spending a lot of the together. I told last it would be helpful if the parents of the boy went directly to Becker and informed him they wanted this to stop.

8/17/82

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806. Becker, Franklyn

Father Heffron came to see me today to say that Father Becker could no longer be the associate pastor there. He said the alternative would be that he bimself would resign as pastor. I told him that was not acceptable because it would not be good for the parish. He claims Becker is lazy, causes trouble, and lacks common sense. It grates at Heffron to see someone receive a salary for doing nothing. The parish secretary and others in the parish are complaining about Becker. People are asking Heffron to have their weddings and funerals to avoid Becker. Heffron recalls that when Becker was sent there it was with the understanding that if things did not work out, Becker would go. It was his last chance. Heffron feels as though he has bent over backwards to help Becker but it is beginning to take a toll on him. Now he will confront Becker with this and tell him that he has seen me. Then he will write a letter to me about this and I will discuss the matter with the Personnel Board next week for a recommendation.

Becker, Franklyn
I spoke to Dale Olen about the possibility of his being a part of the confrontation of Becker by me and Hornacek and Heffron. Olen feels it would be better for us to do the confrontation and then suggests that he follow up with Becker as his therapist.

11/1/82

1060. Becker, Franklyn

Father Heffron told me he is very upset because Becker has been acting very strangely since Heffron received his new assignment. There have been several incidents which exhibited Becker's extremely poor judgement. The most recent was Becker's acceptance of a chapleincy for one week on a Caribbean cruisa. Heffron did not object to this but laker has found out that Becker has taken a 7th grade boy on the trip with him. Heffron has been in contact with the boy's mother who now realizes her mistake. I told Heffron that we were going to assign Becker to a sick leave and get him back into therapy with Dale Olen. I spoke to Dale Olen later in the day and he concurred that this is necessary procedure at this time.

12/1/82

1085. Becker, Franklyn

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We met, but before I even said anything he knew that I was going to confront him about recent events that he was involved in at the parish. He had long explanations for the matter of the piano and tried to convince me that all the hubbub was not his fault but rather it was due to indecision on the part of Father Heffron and Heffron's vacillation. As regards taking a 7th grader on a Caribbean trip, he stated that he had just mentioned in passingthat it would be good to have the boy as an altar boy. This was immediately picked up by the boy and his parents who arranged everything after that. Becker assured me that he had no physical contact with the boy although he admitted that they shared the same cabin (separate beds) and that they told the crew and passengers that the boy was Becker's nephew. When I showed Becker how both of these incidents looked to others, he admitted that in both cases he used bad judgement. I informed him that the Personnel Board has suggested that he be removed from the parish, and I expressed my own feeling that we would have a hard time getting the new pastor to work with Becker. He said that Father Anderson has looked at the place and has indicated to Becker that he would be willing to work with him (Hornacek met with Anderson who said that he could work with Becker until next spring). I told Becker that we were not sure that Anderson would be the pastor and that there could be problems for Becker if someone else is named the pastor. I asked Becker to see bale Olen immediately and discuss the possibility of the group therapy ression that begins in January. . Becker agreed to do this at once, and asked me not to remove him from the parish. Then he asked if he tould be the temporary administrator in the interim, and I told him this would be impossible. I pointed out that if people are indeed afraid of Becker's indiscrere activity, they would be on the Archbishop's and my doorstep as soon as Woffron is sone to protest Becker's being named temporary administrator. I told him that this decision was in his interest as well as our own. He seemed to see the logic behind it, and when he asked whom we were considering and I told him it was Father Mackin, he was very pleased and releaved.

Father Bornacek reported that Father Anderson is not sure whether he can assume the pastorate if he has to work with Becker. Later the DRE at Sr. John's, called to express her grave concern for Becker remaining at Sr. John's Parish. She said that the piano incident is not over yet. Becker lied through this ordeal, she claims, and supposedly said that he would disband the parish council if ever he would get in charge. She does not trust him, but claims his initiative is good and his methods or approach are bad. The parish staff meetings have disbanded recently because of him. She objected to the fact that he took a Caribbean vacation at the height of the parish business. Worse yet, he took along a 7th or 8th grade child which has shocked many people. About three months ago, Becker told Mary Beth and Tom Kalp, transitional deacon, that Becker is a honosexual. However, she quickly pointed out that she has never seen him make any overtures to others, especially children. He gave a retreat last summer to high . schoolers and three times she was disturbed by his dwelling on the idea that people should be open to each other's sexual preferences. She claims Becker has gotten many negative letters about the plano incident. She strongly feels that he needs psychological help. I told her, confidentially, that we were working with him along these lines. She claims he has turned Heffron into a liar by his manipulative tattics. She claims that Becker harrassed a blind musician by following her and poking her deliberately in the back. This morning at the 8 o'clock Hass he spoke from the lectern about the piano issue trying to sway the people in that direction (On December 19 the parish council will decided on the piano-I told her about the need for a proxy). Hary Beth hopes I will not have to use her name but she gave me permission to do so if necessary. Later on I spoke to Hr. Stan Jankowski, parish council president, at St. John's. He expressed his grave concern also for Father Becker. Jankowski feels that Becker is in need of psychological treatment. He said that the parish council is very disturbed about Decker, and I told Jankowski that Becker claims no one has ever confronted him about their feelings toward him. Jankovski said this simply was not true, but he agreed that in a very short time he and some of the other council members should talk to Becker about their concerns. I told him, confidentially, that I was working with Becker to get him treatment. I pointed out that I would follow through and that he could assure the people that even if Becker stayed for a little while longer, it would be under the supervision of the Archdiocese. - Jankowski said he felt better about this, and I reminded him of the need for a proxy if the piano . issue comes up. I told him we would have a temporary administrator there when Father Heffron leaves. This satisfied Jankowski. He told me that a few of the council members and he would confront Becker with their feelings toward him. This is to clear up any ambiguity in Becker's life about the people's feelings toward hin.

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12/10/82

shoke to have often and toto me that becket made in abbotutmen with him for after the holidays. Olen feels that Becker is simply going through notions because I am asking him to enter psychotherapy Olen wonders whether Becker is treatable in this state. Later I spoke to Tom Kaup, DRE at St. John, South Milwaukee. He feels that Decker is a very sick person who needs some type of help. He talks about Becker tormenting the blind musician at the parish, Also, he mentioned the incident of the 7th grade student who accompanied Backer to the Caribbean. Be said that for a while Backer was turning his and others against Pather Bill Heffron. Now these people realize how Becker had manipulated them. He also stated that Becker had made some inappropriate remarks from the pulpit and in the sacristy. Kaup said that I could use this information with discretion and that he intends to speak directly to Becker about these matters. I also spoke to she is the blind musician at the parish. She too spoke of her frustration with Becker. She mentioned the incident about the piano and claims that he manipulated her to getting more involved in that issue than she really wanted to be. Now he has hidden her microphone out of spite. She claims he works the staff against the staff in a very manipulative manner and that he has been caught time and time again in lies. Each time he gets very angry. He has called her a "tro-faced sob" in public. She feels pity toward him and thinks be needs some kind of help. 12/14/82

1131. Becker, Franklyn

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When we met, he did not like my decision that he had to move from St. John's. He had hoped it would be possible to work with the next pastor, particularly if that were Father Anderson. I told him that our concern was that no pastor at this point will work with Pather Becker. I cold him we wanted to help him help himself and that I was not sure if Dale Olen could provide the belp that Becker needs at this point. Becker suggested that we let Olen be the one to decide that. I changed his appointed from January 4 to December 22. After he and Olen have discussed the matter for a while I will join in the discussion. I spoke to him about the possibility of a complete evaluation at a clinic in Washington, and he said that he would be very willing to cooperate with that. We spoke about him residing at the transitional priests' residence. He is willing to do that, but does not know what he will do with all his furniture at the rectory which he claims belongs to him, He also asked that he not be put on sick leave because this would be publicized around the Archdiocese. I told him I would talk to Derfus about it.

12/20/82

12/21/82

1140. Becher, Franklyn

He called to say that he had been thinking things over since our meeting yesterday. He now feels that he wants to see his personnel file, then he wants an appointment with the Archbishop, and then he wants to look into Due Frocess against Father Heffron for the way he was treated at St. John's. I told him that I would let him speak to George Rebarzki about making an appointment with the Archbishop and suggested we talk about the other matters when we meet with Dale Olen tomorrow. He seemed very agreeable to this.

1142. Becker, Franklyn

Due to unforeseen circumstances I did not arrive for the meeting with Becker and Olen until it was over and Becker had already left. I spoke briefly to Olen who told me they had a good meeting and that Becker is ready to undergo the psychiatric evaluation at the St. Luke Institute in Washington.

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Becker, Franklyn I spoke to Father Terrance Flynn at the St. loke Institute is Washington. Be told me they would be villing to do a complete evaluation of Father Becker, but the carliest available date they have for this is Harch 7 - 10. Later I spoke to Dale Olea and he agreed that this is too long a time to vait. I told Olea that I would look into some other possibilities and contact him

Becker, Franklyn

Called to say that she simply wanted to

Called to say that she simply wanted to por in a good word for Becker. She knows he is moder some pressure at the patish and would like to support him. She sees him as growing, improving, opening up, comething she feels others do not see. She describes him as shy at first but then warm, caring, and kind and gentie. I thanked her for her support for becker. She assured we that she was doing this on her own and that no one had put her up to it.

I ram into him at the Harquette banketball game. He has already begun to move into the priests' residence on 35th Street. I told him that we had him tentatively scheduled for evaluation at the Wansar Clinic the end of this month. He is willing to do this. He and I will discuss this more in detail next Tuesday when I have dinner at the house.

"Father X"

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Father X is Franklyn Becker for the purpose of this news note. received a letter from It expressed her concern for Becker. She has known him for 11 years and has become a confidant of hers. She realizes his weakness and knows the situations which led to many of his uprootings. She now hopes that we will follow through with psychiatric or psychological help for him. I spoke to her on the phone, and she told me I could share her letter with Becker's doctors. She probably would be willing to be part of a confrontation with Becker if need be, but she is somewhat reluctant of my sharing the letter with him immediately. What is disturbing is the fact that Becker continues to associate with the young box he took on the cruise from St. John's Parish in South Milwaukee. Most recently, they both attended the permanent diaconate ordination at the Cathedral. He is also seeing a boy from St. Eugene's Parish in violation of the wishes of the boy's mother who is a widow. I asked to have the mother of that boy contact me to discuss this matter further. thinks that Becker is going to go through motions with us only and that he feels he can continue living his present life. style. She hopes he can be helped but is somewhat pessimistic. She is willing to cooperate with us in any way that she can. Right now Becker is angry at her because she has criticized him for hanging around with both of these young boys. She feels that he

will be back to see her eventually. 'She is like a "confessor" to

1/29/83

176. Decker, Franklyn

We and I received the report of his recent evaluation by the
Vausau Heptal Health Associates. The results are as follows:

- In his spiritual assessment Father Terrance Beiden, OB Capindicated the need for Becker to have a regular spiritual director. I told Becker that I would furnish his with a list of recommended spiritual directors in the Hilwaukee Arta.
- 7. The results of his physical examination were all normal except for none lab tests that showed a few abnormalities in the blood and urine. It was recommended to Becker that he have bisself retested by his private physician in a couple of wooths to see if there are any fluctuations in these lab tests.
- 3. The psychological assessment shows that Becker is normal in every vay. However, it did clearly indicated becker's gay orientation and gay activity. The report forecasts that wo-less becker is willing to control bimself, there is a definite likelihood that the conduct of the past will be repeated. br. Cillette said that their recommendation would be to have becker assigned to a desk job somewhere where the respirations that would result from associating with young boys would not be present. I told him that there was little likelihood that this was possible to achieve. However, I said that a bospital chapisiner where Becker would be under strict surveillance might be possible. Becker indicated that he was not interested at all im hospital work.

In the discussion that followed becker continued to maintain bis innocence claded that all the accessations of the past were false and disinterpreted. Gillette and I tried to point out to his that this is not the way others interpret his actions and behavior. He will never be able to succeed unless he does something to curb his associations with single males and also his lack of good indement. Gillette said that the report clearly showed that Becker has a need to speak out on issues, particularly in the area of gay rights. I pointed out the problem was the manner in which becker had been appearing our which was not in conformity with the Church's thetoric on the matter. Becker said he admired irchhishop Wealtand very much for the strong stand he took for gay rights in his Catholic Berald article. I told Becker there was a world of difference between that and the way becker has spoken out to the newshedia. I saked Becker what kind of counseling he would give a person who wasted to live a gay life style. Becker said he would have to judge each case individually and would probably refer the person to the local Bignity Chapter where becker said he could get advice from 30 to 40 priests about this kind of behavior. Before the interview taded it was decided that I would study the report further and discuss it with the Archbishop, and then we would procede to see what kind of an appointment we could arrange for bedoer. I told Becker it wight he important for his to meet together with the entire Personnel Board in the near future. He is villing to do this. It will probably be necessary for us to readjust his status now irom sick leave to avaiting assignment.

Becker, Franklyn

He called me from Sienadale where he had celebrated the 8 o'clock Mass for the sisters. Both he and the sisters agreed that it would not be financially feasible to pay him to drive down each day for the celebration of Mass. They feel that they will be better off by driving to one of the parishes in the neighborhood. I told Becker that was fine and that the sisters should make their own arrangements from now on. Later I spoke to Father Nesseth. He is more convinced than ever that Becker should not be assigned to hospital ministry because of the potentially dangerous temptations that might present themselves.

3/14/83

- 1. Without any names mentioned and off the record I described the situation regarding Franklyn Becker to E. Michael McCann, the District Actorney. His reaction immediately was that the priest has been given adequate warnings and enough chances and that he should not be assigned anywhere where he could come in contact with youngsters. This precludes practically any kind of assignment. His advice was that we restrict him from ministry for about five years and if no complaints come forth in that time then perhaps he can be given another chance.
- 2. He asked me about a situation at St. John de Nepomuc involving slot machines. I told him that Father Badem collected old slot machines and every Honday night at a gathering of priests (AA group) in for a meeting, following the meeting they all played the slot machines. McCann was relieved to hear this but wants to track down where the complaint came from because he feels this would be an unsavory news item if it hit the press. Although he does not know whether this is illegal or not.

346. Becker, Franklyn

I met with him to request that he see Dr. Zimmerman, a psychiatrist for an opinion about his recent evaluation. .I pointed out that we have some problems, to deal with in assigning him and we all need more advice from professional people. Becker was very cooperative, signed the necessary letters of release, and will make an appointment today. He restated the fact that he wants to work as a priest and feels that he can do so responsibly in parish ministry. Be told me that he has been inquiring about campus ministry in Illinois and Michigan where positions are open at the present. He asked if I had any objection to this, and I told him that I thought it ought to be discussed in the context of the total situation for which he is seeing Dr. Zimmerman. I told Becker that any priest who receives permission to work in another diocese needs to be recommended by the Archbishop and myself and that we feel very strongly about letting another diocese know if any problems are involved in a priest's situation. The next step is for Becker to see Zimmerman and then I will meet with Zimmerman and Becker.

366. Becker, Franklyn

He told me that he had made an appointment and will be seeing Dr. Zimmerman on Wednesday, Harch 30.

410. Becker, Franklyn

3/26/83

3/23/83

Father Metz told me that yesterday he observed Father Becker coming out of the transitional residence for priests with a young boy. Hetz recognized the boy as the same one Becker took on the Caribbean vacation late last year.

4/6/83

report and interpretation of the Wausau evaluation of Becker (Zimmerman liked the Wausau procedure. He said it was very adequate and accomplished what we wanted it to do. The only thing he would have preferred would be to have the actual results of the MAPI and the Rorschach test so that he could interpret them bimself rather than have them computerized.). Zimmerman told me that Becker is an ego-centronic (verses ego-distonic), pedophile and homosexual. This means that he has no mechanism to stop once he develops the urge to act out these characteristics. Usually such action will take place under stress. In Becker's case due to a rebellion against authority. Zimmerman said he is not pessimistic as the people at Wausau. He said there are a couple of ways this situation can be approached all of which depend, of course, on Becker's willingness to alter his behavior. The ideal way would be psychoanalysis approximately four times per week for the next four to five years. The second way would be through analytic psychotherapy which could occur about one hour per week. In both cases there is no guarantee that Becker will be cured. The key : in all of this is Becker's desire to be cured. We then spoke about assignment possibilities. Zimmerman said that in his opinion, parish ministry is out of the question. The best assignment for Becker would be to an all-girls' college or high school, e.g., Divine Savior-Holy Angels. The second best would be to a geriatric. nursing home or hospital setting. The next possibility would be full-time campus ministry. Zimmerman realizes the possibility of homosexual encounters but pointed out that these are consenting adults not children and it is their decision rather than a seductive process. I asked Zimmerman what he thought about hospital chaplaincy. He said that he would have no problem with this because very few hospitals have large pediatric wards and with CPE and under supervision he did not feel that this type of assignment would be bad for Becker. Becker did a little bit of protesting throughout this session and his anger flared at times. Frequently, he would remind me of so and so, and so and so who is doing this and that and getting away with it. I finally told him very plainly that we did not intend to play any more games with him. The past is past. We know and have identified his problem, and it is up to him now to demonstrate whether or not he really wants to be a priest. I told him we would probably enjoin some sanctions on him, e.g., the next time we get a complaint he will be suspended. This external force or pressure should help motivate him, I thought, and Dr. Zimmerman concurred. Becker was agreeable to all of this, and I told him that I wanted to discuss this further with the Archbishop and that when I got back from my vacation we would map out a program for Becker. In the meantime, I asked him to get under the direction of a spiritual director. Zimmerman thought it would be best if that person were a male. I gave Becker the names of three priests and asked him to contact each ope of them. Actually that was Zimmerman's suggestion. He wants Becker to see each one of them several times to ascertain which one he feels most comfortable with. These priests are Father Oesterhaus, Raynaldo (both from Marquette Migh School), and Father Francis Dombrowski of the Capuchins. Becker agreed to do this.

5/10/83

477. Becker, Franklyn

I told him to arrange for an interview with Dr. Angela Pienkos at Divime Savior/Holy Angels High School to see how his chances stood for an assignment there. He agreed to do this. I told him if he received a position like that he might be required to take some courses to get some certification. He has no problem with that.

5/12/83