

C. PETERS

December 27, 1973

Bodo N

Mr. James F. Duffy  
Council Director  
1243 Liberty Street  
Franklin, Pennsylvania 16323

Re: #5-DPW-1050-27-N-1

Dear Mr. Duffy:

This is in response to the third step grievance filed by AFSCME on behalf of a group of Child Care Aides at Polk State School and Hospital.

The grievance alleges that Management has violated Article XXXVIII of our current agreement by permitting parents to come into resident's living area and change their children's clothing. The Union recommends that parents should not be allowed on the wards unless accompanied by a supervisor and should be prohibited from dressing or undressing their children.

The second and first step answers to this grievance indicate that the hospital will make every effort to have a supervisor accompany parents who wish to visit the wards.

Apparently, the Union has continued this appeal, because it wished to restrict the rights of the parents to visit and dress and undress their own children on the grounds that this activity is a threat to the health and safety of the parents, children and/or employees of Polk. The Department of Public Welfare cannot agree with such an assertion. It is the policy of this Department to respect the rights of employees, patients, and parents of residents. These parents' rights include the right to visit and help care for their children, if they so desire.

We can see no violation of the contract in such a policy. Accordingly, this grievance is denied.

Sincerely yours,

AK/bjc  
CC: Mr. Colombatto  
Mr. Tom Snyder  
Mr. Al Higham  
Mr. Dan Hartnett  
Mr. Kaschok  
File

John Lylo, Director