

- a) Negotiations with employers on the application of collective agreements and of internal regulations to individual enterprises.
- b) Negotiations of agreements with the employers regarding factory regulations for the protection of labor, including such matters as safety precautions, medical facilities, factory hygiene, working conditions, rules for engagements, dismissals, and settlement of grievances.
- c) Submission of proposals to the employer for the improvement of methods of work and organization of production for the purpose of avoiding unemployment.
- d) Investigation of grievances and discussion thereof with the employer, assistance to the workers, employees and Trade Unions in the preparation of cases for submission to factory inspectors, social insurance and labor protection authorities, labor courts and other agencies for settling labor disputes.
- e) Co-operation with the authorities in the prevention of all war production and in the denazification of public and private enterprises.
- f) Participation in the creation and management of social works designed for the welfare of the workers of an enterprise, including nurseries, medical assistance, sports, etc.

2. Each Works Council shall determine its specific functions and procedure within the limits set forth in this law.

## ARTICLE VI

1. A Works Council or its representatives shall be entitled to meet within the enterprise, and to have access to the employer or his nominated representative for the purpose of discussing matters falling within the competence of the Works Council.

2. The employer shall submit periodically to the Works Council all information necessary to enable the latter to carry out its basic functions.

3. The matters on which employer shall submit reports to the Works Council and the hours and dates of meetings shall be the subject of an agreement between the Works Council and the employer. This agreement may provide, as a method of information, for the attendance of representatives of the Works Council at meetings, of the supervisory body of the enterprise.