

#### ARTICLE IV \*

Arbitration Commissions shall be established by the German Labor Administration of each Province or Land.

#### ARTICLE V

The Arbitration Commissions shall consist of a chairman and an equal number of assessors representing employers and employees and not exceeding five for each side.

#### ARTICLE VI

1. The chairman of the Arbitration Commission shall be selected and appointed by the German Labor Administration of the Province or Land from a panel of chairmen prepared for that purpose in accordance with paragraph 2 of this Article.

2. The panel of chairmen shall be prepared by the German Labor Administration of the Province or Land from persons

- (a) having recognized democratic principles,
- (b) sufficiently competent in problems of production, labor and labor relations, and
- (c) acceptable to the representatives of Trade Unions as well as to the representatives of the employers.

3. The panel of chairmen of Arbitration Commissions shall be appointed for three years. They shall be eligible for reappointment if they still satisfy the requirements of paragraph 2 of this Article.

#### ARTICLE VII

1. Assessors of Arbitration Commissions shall be selected and appointed by the German Labor Administration of the Province or Land from panels of assessors prepared for that purpose. The panels shall consist of sufficiently competent persons arranged according to their occupational classifications.

2. The German Labor Administration of the Province or Land shall prepare two panels of assessors:

- (a) The employees' panel shall be selected on the basis of the proposals of the Trade Unions or their Federations in that region.
- (b) The employers' panel shall be selected on the basis of the proposals of the employers or of recognized employers' associations in that region.

#### ARTICLE VIII

Except as provided in paragraph 2 of Article II of this Law, the submission of a conflict for settlement by the Arbitration Commission shall take place only with the consent of the parties to the conflict.