

an appeal against the decision. This paragraph shall not apply to members of works councils (Betriebsvertretungen).

3. The provisions of German law concerning social insurance, including accident insurance, unemployment insurance and children's allowance shall apply to labour working with a force or a civilian component. The Federal Republic shall be the accident insurance carrier.

4. German civilian labour working with a force or a civilian component shall only be engaged in services of a non-combatant nature including civilian guard duties.

5. The German authorities, in agreement with the authorities of a force or of a civilian component, shall

(a) establish the terms and conditions of employment, including wages, salaries and job groupings, which shall serve as the basis for individual employment contracts, and shall conclude tariff agreements;

(b) regulate payment procedure.

6. The authorities of a force or of a civilian component shall, in respect of the employment of labour, have the right of engagement, classification in accordance with sentences 2 to 6 of sub-paragraph (a) and with sub-paragraph (b) of paragraph 7 of this Article, and of placement, training, transfer, dismissal and acceptance of resignations.

7. (a) The authorities of a force or of a civilian component shall determine the number of jobs required and classify such jobs in accordance with the job groupings established under sub-paragraph (a) of paragraph 5 of this Article. The individuals to fill such jobs shall be provisionally classified by the authorities of the force or of the civilian component into the appropriate wage or salary groups. The latter classification shall be subject to the approval of the competent German authorities. Such approval shall be deemed to have been given, unless the German authorities raise an objection within two weeks of the date of receipt of notification of the provisional classification. If an objection has been raised, the appropriate classification shall be determined by consultation between the authorities of the force or of the civilian component and the German authorities. The remuneration for the period covered by the provisional classification shall be paid according to the final classification; the worker shall be so informed at the time of the provisional classification.

(b) The authorities of the force shall carry out the classification of the members of the civilian service organizations. They shall inform the appropriate German authorities of such classification and shall give due consideration to any suggestions for amendment made by the latter.

8. Disputes arising out of employment or social insurance shall be subject to German jurisdiction. Lawsuits against the employer shall be filed against the Federal Republic. Lawsuits on behalf of the employer shall be instituted by the Federal Republic.

9. The provisions of German law concerning personnel representation as applicable to the civilian employees of the German Armed Forces shall apply to the employees' representation of civilian labour of a force or of