

It will be noted that the Administrative Code directs the Department to select the chairman of an arbitration board, if such request is made to the Department by both parties to the dispute. It is not the desire of the Department that this duty shall be forced upon it if it is possible for the parties to the dispute to agree upon a chairman of the arbitration board. When strikes or labor disputes are settled by agreement between the parties to the dispute, through their own chosen representatives, experience has proved beyond any question that the relationship between the parties to the settlement is far more harmonious and lasting than when the dispute is settled by a decision of an arbitrator. The Department, therefore, urges the settlement of labor disputes through mediation and conciliation and only advises arbitration when every effort at conciliation has failed.

It is the desire of the Department to assist in keeping the industries continually in operation without interference occasioned by industrial disputes. Any and all legitimate means to promote harmony and understanding between the employer and employe, and to bring about this condition are part of the duties of the Bureau of Industrial Relations and its representatives in the field.