

him, or to the arbitrators selected under the aforesaid provisions, shall be deemed confidential and so treated, and all documents and testimony taken shall be filed in the office of the Department of Labor and Industry.

12. It shall be the duty of the Commissioner to do all in his power to promote the voluntary arbitration, mediation and conciliation of controversies and disputes between employers and employes, and to avoid resort to lockouts, boycotts, black lists, discriminations and legal proceedings in or arising out of such controversies and disputes and matters of employment. In pursuance of this duty, the said Commissioner may, whenever he deems advisable, but subject to the approval of the Governor, appoint boards of arbitration for the consideration and settlement of such controversies and disputes, and may provide for the necessary expenses of such arbitration boards and for such reasonable compensation to the members serving thereon as the said Commissioner may deem proper, not exceeding, however, the sum of five dollars per day for each member for each day during which such member is engaged in work upon said arbitration boards. The said Commissioner shall prescribe rules of procedure for such arbitration boards, and the said arbitration board shall have the power to conduct investigations and hold hearings, to summon witnesses, and enforce their attendance through the ordinary processes of law in the cities and counties in which such arbitration boards may meet, subject to all the penalties for non-attendance to which witnesses in ordinary civil cases are subject, and in like manner may require the production of books, documents and papers and may administer oaths, all to the same extent that such powers are possessed and exercised by the civil courts of the State; and said arbitration boards shall make, report and publish findings for the settlement of such controversies and disputes. The said Commissioner shall himself have like power to conduct investigations and hold hearings, summon and enforce the attendance of witnesses, administer oaths, require the production of books, documents and papers, and make and publish reports and findings with respect to any and all matters covered by this section. Subject to the approval of the Governor, the Commissioner may appoint and designate a Deputy, and fix his compensation, who shall be known as the Chief Mediator, and who, together with any assistants who may be assigned by the Commissioner, shall have in charge the execution of the provisions of this section, under the direction and supervision of the Commissioner. The Chief Mediator may act upon any Board of Arbitration, but in such event he shall receive no compensation therefor in addition to his ordinary salary. Nothing in this section contained shall affect