

Liechtenstein National Law Gazette

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Law of 16 June 2000 on European Works Councils

I give my consent to the following resolution adopted by the Diet:

I. General provisions

Art. 1

Purpose

1) This Act serves to implement Directive 2009/38/EC of the European Parliament and of the Council of 6 May 2009 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees (EEA Supplementary Act: Annex XVIII - 27.01).¹

2) The purpose of this Act is to improve the transnational information and consultation of employees in undertakings and groups of undertakings operating in the European Economic Area (EEA) by establishing European Works Councils or procedures for informing and consulting employees with the central management of such undertakings and groups of undertakings.

Art. 2

Terms

1) Unless otherwise provided for in this Act, the definitions contained in particular in Article 2(1) of Directive 2009/38/EC shall apply to this Act.²

2) Unless otherwise provided for in this Act, the designations of persons and functions used in this Act shall be understood as referring to members of the female and male sexes.

Art. 3

Scope

1) This Act applies to companies operating in the EEA with their registered office in Liechtenstein and to groups of companies operating in the EEA with their controlling company's registered office in Liechtenstein.

2) If the central management is not located in an EEA Contracting State, but there is a controlling undertaking in an EEA Contracting State, this Act applies if the controlling undertaking is located in Liechtenstein. If there is no controlling undertaking in an EEA Contracting State, the Act applies if the central management designates an establishment or undertaking in Liechtenstein as its representative with regard to the objectives of the Act. If no representative is designated, the Act applies if the establishment or enterprise with the largest number of employees within the enterprise or group of enterprises in the EEA Contracting States is located in Liechtenstein. The aforementioned establishment or enterprise is deemed to be the central management.

3) Even if the central management or its representative is not domiciled in Liechtenstein, this law shall apply with regard to the calculation of the number of employees employed in Liechtenstein (Art. 4 para. 1), the appointment of employee representatives from Liechtenstein (Art. 11, Art. 17 para. 2 and Art. 21) as well as the relevant employee protection provisions.

4) An undertaking is deemed to operate in the EEA if it employs at least 1 000 employees in each of the EEA Contracting States and at least 150 employees in each of at least two EEA Contracting States.

5) A group of undertakings is considered to be active in the EEA if it employs at least 1 000 employees in the EEA Contracting States and

at least two undertakings established in different EEA Contracting States, of which at least one undertaking has 150 employees in one EEA Contracting State and at least one other undertaking has 150 employees in another EEA Contracting State.

Art. 4

Calculation of the number of employees³

1) In establishments and undertakings in Liechtenstein, the number of employees to be taken into account within the framework of Art. 3 (4) and (5) at the time of the commencement of negotiations for the establishment of a European Works Council or of procedures for the information and consultation of employees pursuant to Art. 7 (1) shall be calculated on the basis of the average number of employees, including part-time employees, employed during the last two years. The definition of the terms "employee" and "part-time employee" is governed by Liechtenstein law.

2) Repealed⁴

Art. 5

Dominating company

1) An undertaking established in Liechtenstein which is part of a group of undertakings operating in the EEA is a controlling undertaking if it can directly or indirectly exercise a dominant influence over another undertaking belonging to the same group ('controlled undertaking').

2) A dominant influence vis-à-vis another undertaking shall be presumed to exist, unless the contrary is proved, where an undertaking established in Liechtenstein, directly or indirectly:⁵

- a) may appoint more than half of the members of the administrative, management or supervisory body of the other undertaking; or
- b) has a majority of the voting rights attached to the shares in the other company; or
- c) owns the majority of the subscribed capital of that undertaking.

If several companies in Liechtenstein meet the criteria set out in points (a) to (c), the controlling company shall be determined in accordance with the order of precedence set out therein.

2a) For the purpose of applying para. 2, the voting and appointment rights of the controlling company shall be added to the rights of all dependent companies and of all natural persons or legal entities acting in their own name but on behalf of the controlling company or another dependent company.⁶

3) An undertaking is not a controlling undertaking within the meaning of paragraphs 1 and 2 in relation to another undertaking in which it holds shares if the other undertaking is a company within the meaning of Article 3(5)(a) or (c) of Council Regulation (EC) No 139/2004 of 20 January 2004 on the control of concentrations between undertakings (EEA Supplementary Act: Annex XIV - 1.01).⁷

4) A dominant influence within the meaning of paragraphs 1 and 2 shall not arise merely by virtue of the fact that an administrator exercises his functions in accordance with the rules applicable to liquidation, bankruptcy, insolvency, suspension of payments, composition or analogous proceedings.

5) Paragraph 2 shall not apply if another undertaking of the same group of undertakings governed by the law of another EEA State is deemed to be the controlling undertaking under that law because it fulfils a priority criterion within the meaning of paragraph 2.

6) Where the central management of a group of undertakings is not located in an EEA Contracting State, an undertaking located in Liechtenstein shall be considered to be a controlling undertaking if it is effectively responsible for the subordinate management of all undertakings in the EEA Contracting States. Where there is no effective central management in the EEA Contracting States, an undertaking located in Liechtenstein shall be considered to be a controlling undertaking if it is designated as representative by the central management with regard to the objectives of this Act. If no representative is appointed, an establishment or undertaking in Liechtenstein shall be deemed to be a controlling undertaking if it employs the largest number of employees of the undertaking or group of undertakings compared with establishments or undertakings situated in other EEA Contracting States.

Art. 6

European Works Council in groups of undertakings

Where a group of undertakings operating in the EEA includes one or more undertakings operating in the EEA, a European Works Council shall be established only at the controlling undertaking of the group, unless otherwise agreed. This shall apply mutatis mutandis if the group of

undertakings operating in the EEA group of undertakings includes one or more groups of undertakings operating in the EEA.

Art. 7

Responsibility for the establishment of a European Works Council or a procedure for informing and consulting employees

1) The central management shall be responsible for creating the conditions and providing the means necessary for the establishment, in undertakings and groups of undertakings operating in the EEA, of a European Works Council or a procedure for the information and consultation of employees in accordance with this Act.⁸

2) The central management must start negotiations on the establishment of a European Works Council or a procedure for informing and consulting employees on its own initiative or following a written request from at least 100 employees or their representatives in at least two establishments or undertakings in at least two different EEA Contracting States.

3) Each management of an undertaking belonging to a group of undertakings operating in the EEA, as well as the central management, is responsible for collecting and transmitting to the parties to which this Act applies the information necessary for the opening of negotiations. This concerns in particular information relating to the structure and the workforce of the undertaking or group of undertakings, including information on employee numbers in accordance with Article 4(1).⁹

II. Special negotiating body

Art. 8

Tasks

1) The special negotiating body shall have the task of concluding a written agreement with central management on the European Works Council or on a procedure for the transnational information and consultation of employees, ensuring that the interests of employees are duly taken into account.

2) The central management shall provide the special negotiating body in good time with all the information and documentation necessary for the performance of its tasks.

3) The central management and the special negotiating body shall cooperate in a spirit of trust. The time, frequency and place of the negotiations shall be mutually agreed between the central management and the special negotiating body.

Art. 9

Education

1) The formation of the special negotiating body shall be requested in writing by the employees or their representatives to the central management or shall be at the initiative of the central management.

2) The application, addressed to the central management, must be signed by at least 100 employees or their representatives from at least two establishments or undertakings situated in different EEA Contracting States. The central management must acknowledge receipt of the application in writing. If the application is submitted to a local management, the local management must immediately forward the application to the central management or the representatives of the central management and inform the applicants thereof.

Art. 10

Composition

1) The members of the special negotiating body shall be appointed in proportion to the number of employees employed in each EEA Contracting State by the undertaking or group of undertakings operating in the EEA. For each EEA Contracting State, there shall be one member for each proportion of the employees employed in that EEA Contracting State that is 10 % of the total number of employees employed in all EEA Contracting States, or for a fraction of that tranche. ¹⁰

2) Repealed¹¹

3) Employee representatives from an establishment or undertaking not situated in an EEA Contracting State may also be appointed to the special negotiating body.

Art. 11

Appointment of employee representatives in Liechtenstein

1) The members of the special negotiating body who, in accordance with this Act or the law of another EEA Contracting State, are attributable to the employees employed in Liechtenstein shall be appointed by the employees' representative bodies. In the absence of such representation, the members shall be appointed directly by the employees.

2) The members of the special negotiating body who are to be allocated to the employees employed in Liechtenstein must be appointed from among the employees employed in Liechtenstein.

3) The election of the members attributable to the employees employed in Liechtenstein shall be conducted in accordance with the principles of free, secret, written and universal suffrage. ¹²

Art. 12¹³

Information on the members of the special negotiating body and the start of negotiations

The special negotiating body must immediately inform central management, local management and the competent European workers' and employers' organisations of the names of the members or the body, their addresses and the length of service in each case, and of the start of negotiations.

Art. 13

Meetings, experts

1) Upon receipt of the information pursuant to Article 12, the central management shall convene the first meeting of the special negotiating body at the earliest possible date. The local management of the company or group of companies shall be informed accordingly.

2) Decisions of the special negotiating body shall be taken by a majority of the votes of its members.

3) The special negotiating body may be assisted in the negotiations by experts of its choice to the extent necessary for the proper performance of its functions. These shall include representatives of competent recognised trade union organisations at Community level. The experts may be called upon to attend the negotiations in an advisory capacity at the

request of the special negotiating body. ¹⁴

4) Before and after each meeting with the central management, the special negotiating body shall be entitled to meet without representatives of the central management being present and to use the necessary means of communication. ¹⁵ —

Art. 14

Decision to terminate negotiations

1) The special negotiating body may decide, by at least two thirds of the votes of its members, not to open negotiations or to terminate negotiations already opened. Such a decision shall terminate the procedure aimed at concluding an agreement in accordance with Art. 8, para. 1. If such a decision has been taken, the provisions of Chapter IV of this Act shall not apply.

2) A new request for the establishment of a special negotiating body may be made no earlier than two years after the decision in accordance with para. 1, unless the special negotiating body and the central management specify a shorter period in writing.

Art. 15

Costs and material expenditure

The costs arising from the establishment and operation of the special negotiating body shall be borne by the central management in order to enable the special negotiating body to carry out its tasks in an appropriate manner. However, the central management may limit the payment of costs to one expert within the meaning of Article 13(3) per meeting of the special negotiating body.

III. Agreements on cross-border information and consultation

Art. 16

Design freedom

1) The central management and the special negotiating body shall be free to agree on the arrangements for the transnational information and consultation of employees. They shall not be bound by the provisions of Chapter IV of this Act.

2) The agreement must cover all employees and ensure adequate representation of employees from the EEA States in which the undertaking or group of undertakings has an establishment.

3) The parties shall agree whether transnational information and consultation is to be achieved by the establishment of one or more European Works Councils in accordance with Article 17 or by the establishment of one or more procedures for the information and consultation of employees in accordance with Article 18.

Art. 17

European Works Council by agreement

1) If a European Works Council is to be established, the parties are free to reach agreements on its structure. In particular, the following shall be regulated:

- a) the names of the establishments, undertakings and branches covered by the agreement, including those located outside the territory of the EEA Contracting States;
- b) the composition of the European Works Council, the number of members, the allocation of seats, taking into account, as far as possible, a balanced representation of employees by activity, category of employees and gender, and the duration of the mandate;¹⁶
- c) the competence and tasks of the European Works Council, the procedure for its information and consultation, and the arrangements for coordination between the information and consultation of the European Works Council and the local employee representations;¹⁷

- d) the place, frequency and duration of meetings of the European Works Council;
- e) the financial and material resources to be made available to the European Works Council to enable it to carry out its duties in an appropriate manner;¹⁸
- f) the date of entry into force and the duration of the agreement, the arrangements for amending or terminating the agreement and, where appropriate, the cases in which it is to be renegotiated and the procedure for its renegotiation;¹⁹
- g) where appropriate, the composition, appointment procedures, powers and meeting arrangements of the working committee set up within the European Works Council.²⁰

2) Article 21 shall apply *mutatis mutandis* to the appointment of the members of the European Works Council in respect of the employees employed in Germany, unless the parties agree otherwise.

Art. 18

Information and consultation procedure

1) The central management and the special negotiating body may agree in writing to set up one or more procedures for informing and consulting employees instead of one or more European Works Councils.

2) Such an agreement must specify how employee representatives are to be given the right to meet to exchange views in order to discuss the information received as a result of the procedure and how their views can be communicated to and discussed with central management or another more appropriate level of management. The information must in particular cover cross-border matters which have a significant impact on the interests of the employees.

Art. 18a²¹

Adjustment of existing agreements in the event of a change in the company structure

1) Where the structure of an undertaking or group of undertakings operating in the EEA changes significantly and the provisions in the agreements in force under Articles 17 or 18 provide for this change, the Commission may amend the agreements in question.

If they have nothing in common or are in conflict with each other, the central management shall enter into negotiations in accordance with Art. 7 Para. 2.

2) In the case of para. 1, the special negotiating body shall include, in addition to the members appointed in accordance with Art. 10, at least three members of the existing European Works Council or of each existing European Works Council.

3) During the negotiations, the existing European Works Council or European Works Councils shall perform their functions, as appropriate, in accordance with the arrangements laid down in an agreement between the central management and the existing European Works Council or European Works Councils.

IV. European Works Council by operation of law

A. Establishment of the statutory European Works Council

Art. 19

Requirements

A statutory European Works Council must be established in accordance with Art. 20 and 21 if:

- a) the central management and the special negotiating body take a decision to this effect; or
- b) the central management refuses to enter into negotiations within six months of the request in accordance with Art. 7, para. 2; or
- c) within three years from the date of the request under Art. 7, para. 2, to open negotiations, an agreement or an amendment to an agreement has not been reached in accordance with Art. 17, 18 and 18a, provided that the special negotiating body has not taken a decision in accordance with Art. 14, para. 1.²²

Art. 20²³

Composition of the statutory European Works Council

- 1) The statutory European Works Council shall be composed of employees of the undertaking or undertakings operating in the EEA.

The Board of Directors shall meet at least once a year. It shall adopt its own rules of procedure by a majority decision of its members.

2) The members of the European Works Council shall be appointed in proportion to the number of employees employed in each EEA Contracting State by the undertaking or group of undertakings operating in the EEA. In this respect, each EEA Contracting State shall be entitled to one seat for each tranche of employees employed in that EEA Contracting State corresponding to 10 % of the total number of employees employed in all EEA Contracting States, or for a fraction of that tranche.

Art. 21

Appointment of domestic employee representatives

1) The members of the statutory European Works Council attributable to the employees employed in Liechtenstein in accordance with this Act or the law of another EEA Contracting State shall be appointed by the employees' representative bodies. In the absence of such representation, the members shall be appointed directly by the employees.

2) The members of the statutory European Works Council attributable to the employees employed in Liechtenstein must be appointed from among the employees employed in Liechtenstein.

3) Paragraph 1 shall also apply to the dismissal of members of the statutory European Works Council.

Art. 22

Information on the members of the statutory European Works Council

The names of the members of the statutory European Works Council, their addresses and the respective length of service shall be communicated to the central management without delay.

B. Management of the statutory European Works Council Art. 23

Chairman

The statutory European Works Council shall elect a chairman and deputy chairman from among its members.

Art. 24²⁴

Committee

The statutory European Works Council shall elect from among its members a working committee consisting of a maximum of five members to carry out the day-to-day business of the statutory European Works Council. The members of the committee shall be employed in different EEA member states.

Art. 25

Sessions

The statutory European Works Council or the Labour Committee shall be entitled to hold meetings in the absence of the management prior to the meetings with the central management, including the meetings referred to in Articles 30 and 31. The time and place of the meetings shall be agreed with the central management.

Art. 26

Resolutions

The decisions of the statutory European Works Council shall be taken by a majority of the votes of the members present, unless otherwise provided for in this Act.

Art. 27

Experts

The Statutory European Works Council and the Committee may be assisted by experts of their choice to the extent necessary for the proper performance of their duties.

Art. 28

Costs and material expenditure

The costs of the establishment and operation of the Statutory European Works Council shall be borne by the central management in order to enable the Statutory European Works Council to perform its duties in an appropriate manner. The central management may, however, limit the payment of costs to one expert within the meaning of Article 27 per meeting.

C. Competence, information and consultation rights

Art. 29

Cross-border issues

1) The statutory European Works Council is competent in matters covered by Articles 30 and 31 which concern at least two establishments or two undertakings in different EEA Contracting States.

2) In the case of undertakings and groups of undertakings pursuant to Art. 3 para. 2, the statutory European Works Council shall only be competent in matters which extend to the territory of the EEA Contracting States and concern at least two establishments or two undertakings in different EEA Contracting States.

Art. 30

Annual information and consultation

1) The central management shall meet at least once a year with the statutory European Works Council to inform and consult it on the business development and prospects of the undertaking or group of undertakings in the EEA. ²⁵

2) The development of the business situation and prospects within the meaning of paragraph 1 shall include in particular:

- a) Structure, economic and financial situation;
- b) the expected development of the business, production and sales situation;
- c) the employment situation and its probable development;
- d) Investments;
- e) fundamental changes to the organisation;
- f) the introduction of new working and production methods;
- g) the relocation of production;
- h) mergers of undertakings or establishments;
- i) the reduction or closure of undertakings, establishments or important parts of establishments;

k) Mass layoffs.

Art. 31

Information and consultation in exceptional circumstances

1) The central management shall inform the committee set up in accordance with Article 24 without delay of any exceptional circumstances which significantly affect the interests of the employees. ²⁶

2) Central management or a more appropriate level of management shall meet with the Committee at its request to inform and discuss the exceptional circumstances on the basis of a report prepared by central management or a more appropriate level of management. The meeting must take place as soon as possible so that the Committee's views can be heard. ²⁷

2a) Members of the statutory European Works Council representing an establishment or undertaking directly affected by the circumstances or intended measures shall have the right to attend meetings attended by the Committee. ²⁸

3) Exceptional circumstances within the meaning of paras. 1 and 2 are in particular:

- a) the relocation of undertakings, establishments or essential parts of establishments;
- b) the closure of undertakings, establishments or important parts of establishments;
- c) Mass layoffs.

4) If there is no committee under Art. 24, the requirements of paras. 1 and 2 shall apply to the statutory European Works Council. ²⁹

5) The right of the statutory European Works Council or its committee to meet with management and express opinions in accordance with subsection 2 shall not affect the primary powers of the central management. ³⁰

6) The statutory European Works Council or its committee shall have the right to receive a reasoned reply from central management to any opinion it may issue. ³¹

Art. 32³²

Retrieved

D. Change of composition, transition to an agreement Art. 33

Duration of membership, reappointment of members

1) The duration of membership in the statutory European Works Council shall be four years, unless it ends prematurely by dismissal or for other reasons. Membership shall commence upon appointment.

2) If necessary, the central management and the statutory European Works Council may agree on an adjustment of the composition of the statutory European Works Council in accordance with Art. 20 para. 2. ³³

Art. 34

opening of negotiations

1) Four years after its formation, the statutory European Works Council shall take a decision, by a majority of its members, on whether to negotiate an agreement with central management in accordance with Article 16.

2) If the statutory European Works Council decides to enter into negotiations, it shall have the rights and obligations of a special negotiating body. Art. 8 para. 3, 13, 14 para. 1 and 15 to 18 shall apply accordingly.

3) The office of the statutory European Works Council shall cease when an agreement has been concluded in accordance with Art. 16.

V. Principles of cooperation, safeguards

Art. 35

Cooperation based on trust

The central management and the European Works Council or the employees' representatives in an information and consultation procedure work together in a spirit of trust in the interests of the employees and the company or group of companies.

Art. 36

Secrecy, confidentiality

1) The duty of the central management to provide information on matters agreed under Articles 17, 18 and 18a or matters arising under Articles 30 and 31 exists only to the extent that the disclosure of information would not, according to objective criteria, significantly impair the functioning of the undertakings or groups of undertakings concerned or be prejudicial to them. ³⁴

2) The members of the special negotiating body, the European Works Council, the employees' representatives in an information and consultation procedure and the experts assisting one of the aforementioned bodies shall not disclose or otherwise use information expressly provided in confidence which has come to their knowledge through their membership of the special negotiating body, the European Works Council or in the course of their duties as employees' representatives or experts. This shall also apply after the end of the membership and the related duties.

3) The duty of confidentiality under subsection 2 shall also apply to:

- a) local employee representatives, irrespective of whether they must be informed and consulted in accordance with Art. 18 or 36a; ³⁵
- b) the employees themselves, insofar as there are no local employee representatives.

Art. 36a³⁶

Information of the local employee representatives

Without prejudice to Article 36, the members of the European Works Council shall inform the employees' representatives of the establishments or undertakings belonging to the group of undertakings operating in the EEA or, in the absence of such representatives, the workforce as a whole, of the content and outcome of the information and consultation carried out in accordance with this Act.

Art. 37

Protection of workers' representatives

Members of the special negotiating body, the European Works Council and employees' representatives in an information and consultation procedure shall, in the exercise of their functions, enjoy the same protection and guarantees as employees' representatives under Liechtenstein law.

Art. 37a³⁷

Trainings

To the extent necessary to perform their representative duties in an international environment, members of the special negotiating body and the European Works Council shall receive training without loss of pay.

VI. Procedure

Art. 38

Procedure

- 1) Disputes arising from this Act shall be decided by the Regional Court, subject to contractual conciliation and arbitration bodies. Section 1173a Art. 71 para. 3 of the General Civil Code shall apply mutatis mutandis.
- 2) Entitled to sue or petition:
 - a) the workforce;
 - b) the employee representation;
 - c) the European Works Council;
 - d) the employer;
 - e) the Liechtenstein Employees' Association. For the latter, the claim is only for determination.³⁸
- 3) The facts are established ex officio.

Via. Relationship with other provisions of EEA law and national law³⁹

Art. 38a⁴⁰

Coordination with national information and consultation

1) The information and consultation of the European Works Council shall be coordinated with the information and consultation of the local employee representative bodies, taking into account their respective competences and areas of action.

2) The modalities for such a vote shall be laid down in the agreements referred to in Article 17, in compliance with the law.

3) Where measures are planned which may involve substantial changes in the organisation of work or in employment contracts, information and consultation shall take place both in the European Works Council and in the local employee representative bodies, unless otherwise provided by agreement.

4) The provisions of the Act on Information and Consultation of Employees in Companies and the provisions of the General Civil Code concerning information and consultation on the transfer of employment relationships and on mass redundancies shall remain unaffected.

VII. Transitional and final provisions

Art. 39⁴¹

Continuation of existing agreements

1) The provisions of this Act, with the exception of Articles 18a, 35, 37, 39 and 40, shall not apply to the undertakings and groups of undertakings referred to in Article 3 in which:

- a) one or more agreements on cross-border information and consultation concluded before 22 September 1996 exist; or
- b) one or more cross-border information and consultation agreements concluded under this Act as amended on 16 June 2000 have been signed or revised between 5 June 2009 and 5 June 2011.

2) The agreements referred to in paragraph 1 must apply to all employees of the undertaking or group of undertakings.

3) In addition, the provisions of this Act as amended on 16 June 2000 shall apply to the undertakings referred to in paragraph 1(b).

4) Existing agreements may also be adapted to changes in the structure of the enterprise or group of enterprises and the number of employees after the cut-off date referred to in paragraph 1(a), provided that Art. 18a does not apply.

5) If an agreement has been concluded for a limited period in accordance with subsection 1, the parties may decide on its continuation or amendment, taking into account subsections 1 to 4. If they do not do so, the provisions of this Act shall apply.

Art. 40

Entry into force

This Act shall enter into force on the day of its promulgation.

gez. *Hans-Adam*

gez. *Dr. Mario Frick*

Princely Head of Government

- 1 Art. 1(1) amended by [LGBL. 2012 No. 122.](#)
- 2 Art. 2(1) amended by [LGBL. 2012 No. 122.](#)
- 3 Art. 4 Subject heading amended by [LGBL. 2012 No. 122.](#)
- 4 Art. 4(2) repealed by [LGBL. 2012 No. 122.](#)
- 5 Art. 5(2) introductory sentence amended by [LGBL. 2012 No. 122.](#)
- 6 Art. 5(2a) inserted by [LGBL. 2012 No. 122.](#)
- 7 Art. 5(3) amended by [LGBL. 2012 No. 122.](#)
- 8 Art. 7(1) amended by [LGBL. 2012 No. 122.](#)
- 9 Art. 7(3) inserted by [LGBL. 2012 No. 122.](#)
- 10 Art. 10(1) amended by [LGBL. 2012 No. 122.](#)
- 11 Art. 10(2) repealed by [LGBL. 2012 No. 122.](#)
- 12 Art. 11(3) inserted by [LGBL. 2012 No. 122.](#)
- 13 Art. 12 amended by [LGBL. 2012 No. 122.](#)
- 14 Art. 13(3) amended by [LGBL. 2012 No. 122.](#)
- 15 Art. 13(4) inserted by [LGBL. 2012 No. 122.](#)
- 16 Art. 17(1)(b) amended by [LGBL. 2012 No. 122.](#)
- 17 Art. 17(1)(c) amended by [LGBL. 2012 No. 122.](#)
- 18 Art. 17(1)(e) amended by [LGBL. 2012 No. 122.](#)
- 19 Art. 17(1)(f) amended by [LGBL. 2012 No. 122.](#)
- 20 Art. 17 (1) (g) inserted by [LGBL. 2012 No. 122.](#)
- 21 Art. 18a inserted by [LGBL. 2012 No. 122.](#)
- 22 Art. 19(c) amended by [LGBL. 2012 No. 122.](#)
- 23 Art. 20 amended by [LGBL. 2012 No. 122.](#)
- 24 Art. 24 amended by [LGBL. 2012 No. 122.](#)
- 25 Art. 30(1) amended by [LGBL. 2012 No. 122.](#)
- 26 Art. 31(1) amended by [LGBL. 2012 No. 122.](#)

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- [27](#) *Art. 31(2) amended by [LGBL 2012 No. 122](#).*
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- [28](#) *Art. 31(2a) inserted by [LGBL 2012 No. 122](#).*
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- [29](#) *Art. 31(4) amended by [LGBL 2012 No. 122](#).*
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- [30](#) *Art. 31(5) amended by [LGBL 2012 No. 122](#).*
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- [31](#) *Art. 31(6) inserted by [LGBL 2012 No. 122](#).*
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- [32](#) *Art. 32 repealed by [LGBL 2012 No. 122](#).*
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- [33](#) *Art. 33(2) amended by [LGBL 2012 No. 122](#).*
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- [34](#) *Art. 36 (1) amended by [LGBL 2012 No. 122](#).*
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- [35](#) *Art. 36(3)(a) amended by [LGBL 2012 No. 122](#).*
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- [36](#) *Art. 36a inserted by [LGBL 2012 No. 122](#).*
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- [37](#) *Art. 37a inserted by [LGBL 2012 No. 122](#).*
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- [38](#) *Art. 38(2) amended by [LGBL 2012 No. 122](#).*
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- [39](#) *Heading before Art. 38a inserted by [LGBL 2012 No. 122](#).*
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- [40](#) *Art. 38a inserted by [LGBL 2012 No. 122](#).*
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- [41](#) *Art. 39 amended by [LGBL 2012 No. 122](#).*
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